

POLICY

Association for Molecular Pathology Code of Conduct	
Board of Directors Approval Date: 09/29/2025	Version #: 04

Policy:

The Association for Molecular Pathology (AMP) is committed to providing a friendly, comfortable, and welcoming environment for all, regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, age, gender identity, or any other demographic group. We expect all participants in AMP activities, including members, event attendees, program participants, media, speakers, AMP staff and volunteers, vendors, contractors, guests, and exhibitors (hereinafter, collectively, "participants") to comply with all applicable laws, regulations, and policies, and to take an active role in providing a safe and positive experience for everyone by conducting themselves in a professional and lawful manner and avoiding unacceptable behavior.

Unacceptable behavior can take many forms, including words, signage, messages, posts on digital platforms, or actions. For example, intimidation, bullying, threats, unwelcome sexual advances, or abusive or vulgar language. Such behavior from any participant in an AMP activity will not be tolerated. Anyone who is the target of unacceptable behavior, or witnesses unacceptable behavior, should feel free to speak up without any fear of retaliation.

Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant is found to have engaged in unacceptable behavior, the AMP Chief Executive Officer will determine appropriate action to be taken, if any, which may include expulsion from the AMP activity, without refund, exclusion from other AMP activities, and/or contacting local law enforcement authorities. The Board of Directors may consider the matter for additional action.

AMP EVENTS

While we cannot influence behavior outside of the official AMP event hours, we expect all participants at AMP events and meetings to abide by this Code of Conduct in all venues, including ancillary events and all social gatherings. All participants are responsible for their own conduct.

- AMP holds its collegial community in high value. Do your part to give everyone you encounter an enjoyable experience, so they remember you and the event favorably.
- Exercise consideration and respect in your speech, written text, and actions.
- Abstain from all demeaning, discriminatory, or harassing behavior and language when communicating with others.
- Respect the fact that slides and posters (electronic or hard-copy) may include unpublished work so if a speaker or author requests that slides or posters not be photographed, recorded, shared, or copied, comply
- Do not record presentations without the express permission of the presenter(s) and AMP. Speakers' slides and materials and recorded sessions are often available after the event. If you obtain permission, place your recording device, e.g., phone, such that it does not interfere with another attendee.
- Registration is for individual access. Do not share your badge or platform login or broadcast the event unless authorized by AMP.

- Be mindful of your surroundings and of your fellow participants. Alert Security Personnel or call 911 if you notice a dangerous situation or someone in distress.
- Notify AMP Staff of any violation of this Code of Conduct that you experience or observe.

MENTORSHIP PROGRAM

In addition to the relevant expectations outlined above, including avoiding unacceptable behavior, participants in the mentorship program engage in one-on-one interactions that may differ from the types of connections typically formed at events. In order to maintain a safe and effective mentoring environment, mentors and mentees also must abide by the following:

- **Conflicts of Interest:** While mentors generally have a degree of power and influence over the mentee, it is important that mentors wield this power and influence responsibly. If any conflicts of interest come to light during the mentorship relationship, these must be immediately addressed to the AMP staff (ampeducation@amp.org) by the mentor or mentee. Likewise, if a mentee believes that the mentor is abusing their position, this too must be reported to AMP staff. If confirmed, then it will be addressed with the parties in the mentorship relationship to determine next steps.
- **Confidentiality:** Mentors and mentees should maintain in confidence, and not share with others, information disclosed by others that is of a confidential or private nature.
- **Boundary Management:** While it can be natural to develop friendships within mentorship relationships, it is important that these relationships maintain professional boundaries. Should any romantic or sexual feelings occur during the mentorship relationship, they should not be acted upon as they undermine the mentorship, and the mentorship relationship should be immediately ended.

Unacceptable Behaviors at AMP Events and Programs

Unacceptable Behaviors at AMP Events and Programs Include:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech, written text, or actions
- Harmful or prejudicial verbal or written comments, jokes, or visual images related to gender, sexual orientation, disability, race, ethnicity, religion, national origin, age, gender identity, or any other demographic group
- Use of provocative and/or sexual images, including in presentation slides, posts on digital platforms, and exhibit booths
- Intimidation in any form.
- Unwelcome or uninvited attention or contact, including following/stalking
- Real or implied threat of harm of any type, including physical, professional, or financial
- Retaining or recording, by any means, slides, presentations, or posters when the presenter/author requests “no photography” or otherwise indicates this directive.
- Disruption of sessions or other events
- Failure to follow the directives of the session moderators or AMP Staff.

What to Do If You Observe or Experience Behavior that Violates this Code of Conduct:

Please contact the nearest AMP or Security Staff; if related to the Mentorship Program, please email ampeducation@amp.org. All reports will be kept confidential to the extent possible while allowing for effective investigation and response. If you believe the situation is an emergency, call 911.

AMP Staff will help participants contact relevant authorities, and otherwise assist those experiencing conduct that violates this Code of Conduct. We value your participation with AMP and want your experience to be professionally rewarding and personally enjoyable.

Retaliation Prohibited

No person may be subjected to retaliation of any kind for reporting in good faith, either as a target or as a witness, alleged violations of this Code, or for participating in an investigation.

CHAMP, OTHER AMP ONLINE COMMUNITIES, OR SOCIAL MEDIA:

To preserve the open and collegial exchange of scientific information, attention to the behaviors and actions below is very important. To preserve a climate that encourages both civil and fruitful dialogue, we reserve the right to suspend or terminate membership in this community for anyone who violates these rules.

- Do not challenge or attack others. The discussions and comments are meant to stimulate conversation not to create contention. Let others have their say, just as you may;
- All defamatory, abusive, profane, threatening, offensive, or illegal materials are strictly prohibited. Do not post anything that you would not want the world to see or that you would not want anyone to know came from you;
- Comments of a partisan political nature are prohibited. This includes, but is not limited to, posts that are complimentary or critical of any politician, candidate for elected office, or political party;
- Remember that postings to these sites are seen by many people;
- Do not upload, post, email, transmit or otherwise make available any content that infringes any patent, trademark, trade secret, copyright or other proprietary rights of any party or antitrust laws;
- Post your message or documents only to the most appropriate lists or libraries. Do not spam several lists or libraries with the same message;
- All messages must add to the body of knowledge. We reserve the right to delete or reject any message for any reason;
- Use caution when discussing products. Information or comments posted are seen by many people and could be forwarded or shared; and are subject to libel, slander, and antitrust laws;
- Your posts should comply with your employer's legal or confidentiality regulations (e.g., HIPAA);
- For social media, e.g., X (formerly known as Twitter), please state in your profile description that your posts are your own views; and,
- All CHAMP users agree to comply with the CHAMP Terms of Service (aka Posting Policies and Etiquette).

Questions or comments regarding these platforms can be directed to amp@amp.org. To report CHAMP messages as inappropriate, please forward the message to service@amp.org for review.

Definitions:

- Event: a planned virtual or live activity

Related Policies:

- Express Authority
- Scientific Integrity Policy for Submission of Abstracts
- The *Journal of Molecular Diagnostics* Scientific Integrity Policy (Available online at <http://jmd.amjpathol.org/content/integrity>)
- Antitrust Compliance Policy (https://www.amp.org/AMP/assets/File/misc/AMP_Antitrust_Compliance_09262023.pdf)

References:

1. CHAMP Terms of Service (aka Posting Policies and Etiquette)
(https://www.amp.org/AMP/assets/File/resources/CHAMP_Terms_Service.pdf)

Revision History:

Version	Approval Date	Author	Summary of Changes
01	09/13/2016	M. Williams	New
02	09/18/2019	M. Williams	Changed to opt-out of slides and posters being photographed; separate video and audio recording; social media; confidentiality
03	09/26/2023	M. Zink	Combined Umbrella, Event, and Virtual Event Code of Conduct Policies into one policy.
04	09/29/2025	A. Dusenbery, E. Clements, M. Zink, H. Webster	Added wording related to the Mentorship Program; removed CHAMP terms of service text; other administrative updates. Legal review conducted by H. Webster.