

# Virtual Meeting Code of Conduct

## Policy:

The Association for Molecular Pathology (AMP) is committed to providing a friendly, comfortable, and welcoming virtual event 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 attendees, media, speakers, AMP staff and volunteers, vendors/contractors, guests, and exhibitors to take an active role in providing a safe and positive experience for everyone by conducting themselves in a professional and lawful manner.

Unacceptable behavior can take many forms, including words, messages, posts within a virtual or social media platform, or actions. For example, intimidation, unwelcome sexual advances, or abusive or vulgar language. Such behavior from any participant in an AMP activity, attendees, users of online services, media, presenters, AMP staff and volunteers, vendors/contractors, guests, and exhibitors, will not be tolerated.

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

While we cannot influence behavior outside of the virtual platform, we expect all participants at AMP virtual events and meetings to abide by this Code of Conduct in all venues, including whatever virtual platform being used, ancillary events and all social gatherings. All participants are responsible for their own conduct. Anyone who is the recipient of unacceptable behavior should feel free to speak up without any fear of retaliation.

## Expected Behaviors

- 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 meeting 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- Respect the fact that slides and e-posters may include unpublished work so if a speaker or author requests that slides or posters not be “photographed,” do not download, take a screen shot, photograph or video your screen, or otherwise retain them.
- Do not video, audio, or otherwise record presentations.
- Slides and/or handouts available within the virtual platform may be downloaded for non-commercial use. Scientific integrity mandates that speakers and authors be acknowledged.
- Registrations are for individual access. Please do not share or broadcast the meeting to a group or share your platform login access with anyone else.
- Be mindful of your fellow participants. Alert the AMP Education Department at [ampeducation@amp.org](mailto:ampeducation@amp.org) or at the Virtual Meeting Help Desk if you notice behavior that violates this Code of Conduct.

## Unacceptable Behaviors

Unacceptable Behaviors at AMP Virtual Events 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 within a virtual or social media platform, and in exhibit booths
- Intimidation in any form, such as virtual stalking
- Unwelcome or uninvited attention or contact
- Real or implied threat of harm of any type, including physical, professional, or financial
- Retaining, 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 Conduct That Violates this Code of Conduct:

- Anyone who is the recipient of unacceptable behavior should feel free to speak up without any fear of retaliation.
- Please contact the AMP Education Department at [ampeducation@amp.org](mailto:ampeducation@amp.org) or at the Virtual Meeting Help Desk if you notice behavior that violates this Code of Conduct. All reports will be kept confidential to the extent possible while allowing for effective investigation and response.
- 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.