

POLICY

Association for Molecular Pathology Code of Conduct	
Board of Directors Approval Date: 09/26/2023	Version #: 03

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 attendees, media, speakers, AMP staff and volunteers, venue staff, vendors, contractors, guests, and exhibitors 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.

Unacceptable behavior can take many forms, including words, signage, messages, posts on digital platforms, 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, venue staff, 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.

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. Anyone who is the recipient of unacceptable behavior should feel free to speak up without any fear of retaliation.

- 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- Respect the fact that slides and posters (electronic or hard-copy) may include unpublished work so if a speaker or author requests that slides or posters not be photographed, recorded, shared, or copied, comply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.

Unacceptable Behaviors at AMP Events

Unacceptable Behaviors at AMP 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 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, 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. 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.

CHAMP, OTHER AMP ONLINE COMMUNITIES OR SOCIAL MEDIA:

In order to preserve the open and collegial exchange of scientific information, attention to the following behaviors is very important:

- 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;
- Please note carefully all items listed in the disclaimer and legal rules for CHAMP and AMP Online services below, particularly regarding U.S. copyright, trademark, and antitrust laws;

- Remember that postings are seen by many people and could be forwarded or shared;
- 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); and,
- For social media, e.g., Twitter, please state in your profile description that your posts are your own views.

The Legal Fine Print from our Service Vendor:

By using CHAMP and other AMP online services ("Service"), you understand that all information, data, text, software, sound, photographs, graphics, video, messages or other materials ("Content"), whether publicly posted or privately transmitted, are the sole responsibility of the person from which such Content originated. This means that you, and not AMP or its representatives, are entirely responsible for all Content that it uploads, posts, emails, transmits or otherwise makes available via the Service. The AMP and its representatives do not control the Content posted via the Service and, as such, does not guarantee the accuracy, integrity or quality of such Content.

You agree to NOT use the Service to:

- ** upload, post, email, transmit or otherwise make available any Content that is unlawful, threatening, abusive, harassing, tortious, defamatory, vulgar, obscene, libelous, invasive of another's privacy, hateful, or racially or ethnically objectionable;
- ** harm minors in any way;
- ** impersonate any person or entity, including, or falsely state or otherwise misrepresent its affiliation with a person or entity;
- ** forge headers or otherwise manipulate identifiers in order to disguise the origin of any Content transmitted through the Service;
- ** upload, post, email, transmit or otherwise make available any Content that Client does not have a right to make available under any law or under contractual or fiduciary relationships (such as inside information, proprietary and confidential information learned or disclosed as part of employment relationships or under nondisclosure agreements);
- ** upload, post, email, transmit or otherwise make available any Content that infringes any patent, trademark, trade secret, copyright or other proprietary rights ("Rights") of any party;
- ** upload, post, email, transmit or otherwise make available any unsolicited or unauthorized advertising, promotional materials, "junk mail," "spam," "chain letters," or "pyramid schemes,";
- ** upload, post, email, transmit or otherwise make available any material that contains software viruses, or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment;
- ** disrupt the normal flow of dialogue, cause a screen to "scroll" faster than other users of the Service are able to type, or otherwise act in a manner that negatively affects other users' ability to engage in real time exchanges;

- ** interfere with or disrupt the Service or servers or networks connected to the Service;
- ** intentionally violate any applicable local, state, national or international law, including, but not limited to, regulations promulgated by the U.S. Securities and Exchange Commission, any rules of any national or other securities exchange, including, without limitation, the New York Stock Exchange, the American Stock Exchange or the NASDAQ, and any regulations having the force of law;
- ** post messages that encourage or facilitate members to arrive at any agreement that either expressly or impliedly leads to price fixing, a boycott of another's business, or other conduct intended to illegally restrict free trade. Messages that encourage or facilitate an agreement about the following subjects are inappropriate: prices, discounts, or terms or conditions of sale; salaries; profits, profit margins, or cost data; market shares, sales territories, or markets; allocation of customers or territories; or selection, rejection, or termination of customers or suppliers;
- ** "stalk" or otherwise harass another; or
- ** collect or store personal data about other users.

You acknowledge that the AMP and its representatives do not pre-screen Content, but that AMP and its representatives shall have the right (but not the obligation) in their sole discretion to reclassify within the Service any Content that is available via the Service. Without limiting the foregoing, AMP and its representatives shall have the right to remove any Content that violates the Terms of Service or other AMP policy.

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 Posting Policies and Etiquette (<http://champ.amp.org/p/cm/ld/fid=2>)

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.