

**Association for Molecular Pathology**

**POLICY**

<b>AMP Events Code of Conduct</b>	
<b>Board of Directors Approval Date: 09/18/2019</b>	<b>Version #: 02</b>

**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, 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, signage, 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, 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 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 hold 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 and actions.
- Abstain from all demeaning, discriminatory, or harassing behavior and speech.
- Respect the fact that slides and posters may include unpublished work so if a speaker or author requests that slides or posters not be photographed, do not photograph them.
- Do not video record presentations. Holding up your phone or tablet throughout the presentation likely blocks the view of attendees behind you or is distracting. Speakers' slides are available to the attendees after the meeting and recordings of sessions are often made available as well.
- Do not audio record presentations without the express permission of the presenter(s). If you obtain permission, place your recording device, e.g., phone, such that it does not interfere with another attendee.

- 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**

Unacceptable Behaviors at AMP Events Include:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech 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 and exhibit booths
- Deliberate intimidation, stalking, or following
- Harassing photography
- Photographing slides of oral presentations or posters when the presenter/author requests no photography
- Video recording presentations
- Audio recording presentations without the express permission of the presenter(s)
- Undue disruption of scientific sessions or other events
- Unwelcome and uninvited attention or contact
- Physical assault, including unwelcome touch or groping
- Real or implied threat of physical harm
- Real or implied threat of professional or financial damage or harm

## **What To Do If You Observe or Experience Conduct That Violates this Code:**

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 convention center/hotel/venue security or local law enforcement authorities, and otherwise assist those experiencing conduct that violates this Code. We value your participation with AMP, and want your experience to be professionally rewarding and personally enjoyable.

**Related Policies:**

- Scientific Integrity Policy for Submission of Abstracts
- The *Journal of Molecular Diagnostics* Scientific Integrity Policy (Available online at <http://jmd.amjpathol.org/content/integrity>)
- AMP Code of Conduct (umbrella)

**Revision History:**

Version	Approval Date	Author	Summary of Changes
01	09/13/2016	M. Williams	New
02	09/18/2019	M. Williams	Harmonization with revisions of Code of Conduct (umbrella)