American Scientific Affiliation Member Code of Conduct
Draft—10.14.23

Preamble
The American Scientific Affiliation Member Code of Conduct makes clear the vision and ethical standards expected of its members for the achievement of its mission. The Code of Conduct is comprised of intent, principles, associated standards, and process for adjudication.

Intent
As a professional society, the ASA and its members are committed to an intent of biblical shalom—a right ordering of relationships and actions resulting in the affirmation of human dignity and the flourishing of community. Scripture indicates that the presence of those in a community with broad diverse experiences and expressions of humanity (arising out of diverse cultural, historical, ethnic communities, and theological perspectives) is evidence of the kingdom.

Conversations that reflect diverse points of view, spoken with grace and respect, draw attention to the ways in which we need to grow in our understanding of differences. Our conversations model our ability to live together in harmony as a faith community, dependent on scripture and our commitment to the process of science. We make intentional our desire to be a community that offers a means of affirming the image of God in others and that seeks the full expression of each other’s humanity within the context of the diversity of peoples and perspectives.

Principles
We believe that the following principles are essential as a professional organization which is committed to scripture and the scientific process. We are under no illusion about becoming a perfect community because of the fallen nature of humankind. But we are committed to an ongoing process that maintains community and honors the image of God present in each person. The following values provide ASA members a framework of aspects and attributes that underlie our Code of Conduct in support of our mission:

1. Intellectual Humility
Members are called to exhibit the virtue of intellectual humility which is expressed through an ability to stand in their beliefs with an attitude of willingness to reconsider opinions when presented with new evidence, to be attentive to the use and strength of evidence regarding a factual claim, and to be inquisitive about understanding the reasons that people disagree with them. Members, recognizing their own fallibility, are called to develop an ability to be comfortable with reading, listening, and thinking about arguments counter to their own. In order to serve our members who, in turn, serve science, society, and the church, the ASA needs to ensure that all members exhibit a posture of intellectual humility.

The ASA expresses this principle through its intentional “big tent” posture when there is honest disagreement between Christians. The ASA takes no positions on issues; rather, it is committed to excellence in scholarship that is judged on the basis of a peer-reviewed research process, empirical evidence (that possesses scientific rigor and integrity, transparency, honesty, and objectivity), and rigorous scientific synthesis and integration as the basis to inform.

2. Courageous Curiosity
Curiosity means that we recognize a gap in our knowledge and become invested in closing that gap through exploration and learning. Being curious leads to being vulnerable because it requires us to surrender to uncertainty. We must ask questions, admit to not knowing, and take the risk of being told by others that we should not be asking questions, and realize that discoveries, sometimes, lead to discomfort.

3. **Radical Hospitality**
Hospitality is central to the ability of the ASA to achieve its mission. Hospitality is exhibited when its members can openly express ideas and disagree, while also showing a deep respect for one another and praying for one another.

4. **Shalom**
The ASA is a Christian fellowship that is committed to the principle of living out of shalom, peace with others, peace between parties. Living out a right relationship with each other requires faithfulness to the Christian faith, humility, curiosity toward others, and hospitality toward the stranger.

**Associated Standards for the Code of Conduct**
Galatians 5:22–25 states: “But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the flesh with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit.”

Thus, the ASA encourages thoughtful and provocative scientific presentations and discussions. Presenters and discussants are expected to maintain a humble, civil, and loving attitude toward individuals who have a different opinion.

In order to live within the fruits of the Spirit and to ensure the maintenance of the ASA spirit among its members, members of the ASA agree to the following:

- Comply with applicable government laws, rules, and regulations.
- Be honest and ethical in all their conduct, maintaining the highest standards of honesty and integrity in all endeavors, including in the presentation of data, information, and arguments.
- Deal fairly with all involved in the work of the ASA (employees, members, volunteers, partners)
- Commit to promote and maintain an environment free from discrimination or harassment.
- Maintain the confidentiality of information entrusted to them by ASA or affiliated parties except when authorized or otherwise legally obligated to disclose.
- Manage actual or apparent conflicts of interest between personal and professional relationships in an appropriate and transparent manner.
- Respect the methods of science, including the peer review process.
- Renounce scientific fraud and other forms of professional misconduct whenever it is found.
- Be constructive and professional in evaluating the work of colleagues, students, and members.
- Provide recognition of past and present contributions of others to scholarship.
• Promote the free and open exchange of information, not withholding information to substantiate a personal or scientific point of view.
• Love one another, expressed through collegiality, mutual respect, and personal concern.

Process of Adjudication
Following the guidance in Matthew 18:15–18, if these standards of behavior, expressed here, are violated by an individual member, the first step is to initiate a direct conversation with the person who is supposedly in violation. If desired, another ASA member can be invited to be present.

If the concern is not resolved, a request for a review of the violation can be initiated by any member in writing to the President of the ASA (if it involves another ASA member) or the Chair of the Board (if it involves the ASA as an organization). The President or Chair will initiate the creation of a three (3)-member nonpartisan committee to review the written charge and consider the case and make recommendations to the President or Chair for resolution. Issues related to sexual misconduct and harassment, or others with potential criminal or legal implications will be referred to legal counsel to establish an alternative course of action.

Possible outcomes of such a review might include, but not be limited to, the following: (1) limitations on member participation or roles in the organization, (2) revoking of membership, (3) program or process changes in the future to ensure better outcomes, and (4) changes in policy or processes of the organization. In all cases, the ideal is to bring reconciliation and learning to all parties, reflecting the nature of the organization as a fellowship of Christians.