



Anti-Harassment and Discrimination Policy

Purpose

The American College of Veterinary Pathologists (ACVP) is committed to providing a respectful environment free from harassment, discrimination, retaliation, as well as other intimidation and disruptive behavior for all our members, staff, residents, veterinary and graduate students, speakers, exhibitors, guests, and volunteers. Such conduct will not be tolerated. ACVP members and those associated with this organization are role models for personal and professional ethical standards as set forth in the **ACVP Code of Professional Ethics** and enforced by the **ACVP Code of Conduct Policy**. Standards also are stated for the veterinary profession in the Veterinarian's Oath and the American Veterinary Medical Association's Principles of Veterinary Medical Ethics.

Definitions

- Harassment/Discrimination includes, but is not limited to, verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of the individual's age, race, creed, color, disability, marital status, gender, sexual orientation, national origin, ancestry, membership in the armed forces, or any other basis prohibited by law. Examples include:
 - An implied or expressed threat of reprisal for refusal to comply with a sexually oriented request;
 - Physical contact such as touching, patting, or pinching, with an underlying sexual connotation;
 - Unwelcome or insulting gestures, remarks, jokes, innuendoes, propositions, or taunting about a person's body, attire, sex or sexual orientation, religious affiliation, racial or ethnic origin, place of birth, citizenship, or ancestry, age, disability, veteran status, or any other reason not related to scientific merit;
 - Suggestive or offensive remarks, bragging about sexual prowess, or displaying pornographic, sexist, racial, or derogatory pictures or other offensive material.

Application

- This policy extends to all ACVP-related settings, including but not limited to:
 - Annual Meeting, including scientific sessions, pre- and post-meeting workshops, exhibitions, tours and social events

- Council teleconferences and meetings
- Committee and Task Force teleconferences and meetings
- Certification examination

Reporting

Reporting of discrimination or harassment may be made to any ACVP Council member and may be in person, by telephone or in writing. The existence of this policy is not intended to, and does not, supersede any employer, educational institution, or other agency's policies, standards of conduct, and related reporting requirements applicable to a particular individual. ACVP encourages individuals to first consider any such policies, standards of conduct, and related reporting requirements before making a report to ACVP.

Investigation

Every report of harassment will be investigated promptly and impartially. The scope of an investigation will depend on investigations of the same conduct by third parties, such as employers or educational institutions. The individual raising concerns with harassment or discrimination may be asked to prepare a written statement. ACVP prohibits retaliation against any individual who in good faith reports discrimination, harassment or any other conduct prohibited by this policy. ACVP further prohibits retaliation against any individual who in good faith participates in an ACVP investigation into a report made under this policy.

Consequences

ACVP will take appropriate action against any individual who violates this policy. The process is outlined in the **ACVP Bylaws Article II Section 4 Disciplinary Action and Appeals Procedure** and the **ACVP Whistleblower Policy** shall apply to corrective action taken for violation of this policy as well as appeals. Copies of the Bylaws may be obtained from any Council member, from the ACVP management team, or the ACVP website.

Council Revised Policy Approved: 8/15/18