



Code of Conduct Policy

Purpose: The American College of Veterinary Pathologists (ACVP) is committed to providing a respectful and safe environment that is 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 (“Participants”), regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, age or other protected characteristics.

All ACVP Participants are expected to exercise consideration and respect in their speech and actions and to conduct themselves in an appropriate and professional manner.

ACVP members and those associated with this organization are role models for personal and professional ethical standards as stated in the **ACVP Code of Professional Ethics**. 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.

Applicable Settings: This policy extends to all ACVP-related settings, including but not limited to:

- Annual Meeting, including scientific sessions, pre- and post-meeting workshops, exhibitions, and tours including ancillary events and all social gatherings within and outside the hotel(s) and conference meeting rooms
- Council teleconferences and meetings
- Committee and Task Force teleconferences and meetings
- Certification examination

Prohibited Behaviors:

ACVP members and other Participants are expected to conduct themselves in an appropriate and professional manner. As ambassadors for our profession, members and Participants of ACVP should, at all times, demonstrate high standards of personal conduct and aspire to elevate the profession by modeling integrity, competency, professionalism, truthfulness and collaboration. Members and Participants of ACVP shall:

- Abide by the **ACVP Code of Professional Ethics**.

- Practice the profession with honesty, integrity and accountability.
- Refrain from conduct that is intimidating, harassing, abusive, discriminatory, disruptive, threatening, unlawful or demeaning toward others.
- Refrain from discrimination or harassment, as defined in the **ACVP Anti-Harassment and Discrimination Policy**.
- Truthfully and accurately represent one's credentials, professional education and experience.
- Refrain from destroying or vandalizing the property or materials of others.
- Refrain from any threatening conduct including threats to use a weapon to cause injury to others.
- Refrain from inappropriate use of alcohol or smoking, other than in designated areas.
- Honor the intellectual property rights of ACVP and its Participants.
- Refrain from intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions.
- Refrain from harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other protected characteristics.
- Refrain from inappropriate use of nudity and/or sexual language and images in public spaces (including presentation slides and speech).
- Refrain from any other illegal activity not already covered above.

This list is not intended to be all-inclusive, but to demonstrate the type of conduct that ACVP expects from its members and other Participants.

Photography, Recording and Social Media: ACVP promotes the advancement and open sharing of scientific knowledge and also recognizes a fundamental responsibility to prevent the unauthorized use of proprietary, preliminary, or unpublished information shared by speakers.

- **Photography:** Flash photography is prohibited. Non-flash photographs may be taken during oral or poster presentations for non-commercial personal use only, unless prohibited by the speaker, and may NOT be published in any form. Distraction to presenters and audience members must be minimized when capturing images.
- **Audio Visual Recording:** Audio or video recording of sessions by means of any device (e.g. cell phones/PDAs, laptops, cameras, etc.) is prohibited.
- **Social Media:** Attendees may post information from sessions on social media in a professional manner but are expected to respect the wishes of presenters. Information or images from presentation slides marked "DO NOT POST" may NOT be shared on social media in any form. Information on posters may NOT be posted to social media unless permission is granted by the corresponding author/presenter. Participants are expected to respect the copyright and other intellectual property rights of presenters.

Reporting: Reporting of conduct in violation of their policy, including discrimination or harassment, may be made to any ACVP Council member and the ACVP Executive Director, will bring the report forward to ACVP Council. Reporting 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 or entity's policies, standards of conduct, and related reporting requirements applicable to a particular individual.

Every report of harassment or discrimination is subject to the reporting and investigation provisions in **ACVP's Anti-Harassment and Discrimination Policy**. The scope of an investigation will depend on investigations of the same conduct by third parties, such as employers or educational institutions. 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.

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**. Copies of the Bylaws may be obtained from any Council member, from the ACVP staff, or the ACVP website.

Consequences: Unacceptable behavior including violations of this policy, by any Participant, including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a Participant engages in unacceptable behavior, ACVP staff may take any action they deem appropriate, including removal from the meeting, without refund, and/or prohibition from attending future ACVP meetings. Egregious violations will result in more severe sanctions, including the possibility of reporting to local law enforcement.

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