



The Society for Research on Nicotine & Tobacco (SRNT) is committed to providing a respectful, safe, and welcoming environment that is free from harassment, discrimination, retaliation, and other intimidating or disruptive behavior for all our members, attendees, staff, speakers, guests, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority (“Participants”), regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, age, or other protected characteristic, as well as place of employment, research funding source, or positions/viewpoints on divisive issues related to nicotine/tobacco research.

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

### **Applicable Settings**

This policy extends to all SRNT-related settings, including but not limited to:

- Annual Meeting, including scientific sessions, pre-conference workshops, exhibits, and any other SRNT-sponsored events related to the Annual Meeting
- Board teleconferences and meetings
- Network and Committee teleconferences and meetings
- Posts on the SRNT and SRNT-sponsored listservs
- Any other meeting that is being convened under the SRNT name

### **Expected Behavior**

SRNT members and other participants in SRNT-sponsored activities are expected to conduct themselves in an appropriate and professional manner. As

representatives of our field, members and Participants should, at all times, demonstrate high standards of personal conduct and aspire to elevate the field of nicotine/tobacco research by modeling integrity, competency, professionalism, and truthfulness. Members and participants of SRNT shall:

- Demonstrate respect and consideration for all people.
- Truthfully and accurately represent one’s credentials, professional education, and experience, as well as conflicts of interest and, where appropriate, funding sources.
- Be mindful of your surroundings and of your fellow participants. Alert SRNT staff if you notice a dangerous situation or someone in distress.
- Be collaborative. Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Be mindful not to exert dominance over others or over exchanges.
- Demonstrate that differing perspectives are valued – including those that you may not share; SRNT is, after all, a gathering place for researchers from different backgrounds, different viewpoints, and different approaches to solving the problems facing our field and society. Critique ideas, not people. No personal attacks.
- Refrain from behavior and speech that is intimidating, harassing, abusive, discriminatory, disruptive, threatening, derogatory, unlawful, or demeaning toward others.
- If asked by a session leader or facilitator, or any convening official, to stop conduct or comments, immediately comply.
- Honor the intellectual property rights of SRNT and its participants.



- Respect the rules and policies of the meeting venue, hotels, SRNT-contracted facility, or any other venue.
- Refrain from harmful or inappropriate 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 destroying or vandalizing the property or materials of others.
- Refrain from inappropriate use of alcohol or smoking, including smokeless tobacco products and ENDS, other than in designated areas.
- Refrain from any other illegal activity not already covered above.
- 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.

## **Photography, Recording and Social Media**

SRNT 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: 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. This includes video taped interviews during poster or other scientific sessions. If interviews are desired, please contact staff to request assistance from SRNT’s Media Coordinator.

## **Reporting**

Formal or general complaints may be made to the Executive Director or to any SRNT Board member in person, via email, by telephone, or in writing. General complaints will be referred to the appropriate staff member for follow up. All formal complaints will be referred to the Executive Director for investigation, unless otherwise requested by the person making the complaint. Results of the investigation, which will be conducted as expeditiously as possible, will be shared with the Board of Directors, which will determine the appropriate action (see “Consequences” section, below).

SRNT prohibits retaliation against any individual who in good faith reports discrimination, harassment or any other conduct prohibited by this policy. SRNT further prohibits retaliation against any individual who in good faith participates in an SRNT investigation into a report made under this policy.

## **Consequences**

Unacceptable behavior including violations of this policy, by any member or Participant will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.



SRNT

# Code of Conduct

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If a member or participant engages in unacceptable behavior, staff, after consultation with the President and as necessary the Board of Directors, may take appropriate action, including removal from the meeting, without refund, and/or prohibition from attending future SRNT meetings or participating in any future SRNT events/activities. Egregious violations will be referred to the Board of Directors for action or sanctions, including, for members, expulsion from the Society (in accordance with Bylaws Article III.2) and the possibility of reporting to local law enforcement.

## **Note About Differences of Opinion and Offense**

It is not a violation of this Code of Conduct Policy to express an opinion or to raise relevant research or an experience that may be at odds with the opinions of others—if the comments are part of a serious discussion of the convening topic at hand and is offered in a manner that is both respectful and considerate. However, making comments reasonably expected to cause offense gratuitously may be considered a violation.