

Code Of Conduct For Academy Of Behavioral Medicine Research (ABMR) Meetings

Overview. The Academy of Behavioral Medicine Research (ABMR) is committed to providing an atmosphere in which personal respect and intellectual growth are valued and the free expression and exchange of ideas are encouraged. Consistent with this commitment, it is the policy of ABMR that all participants in ABMR activities enjoy a welcoming environment free from unlawful discrimination, harassment, and retaliation. We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.

This Code of Conduct Policy outlines our expectations for all those who participate in events under the auspices of ABMR, including our in-person annual meetings and online forums such as our Mid-Year Virtual Symposiums. We expect all participants in ABMR meetings to create safe and positive experiences for everyone. In doing so, we forge the best possible environment to advance ABMR's mission and support our core values. This policy is intended to prevent harassment and other misconduct.

“Participant” in this policy refers to anyone present at an ABMR-sponsored event either in-person or remotely via telephone or an on-line platform—including, but not limited to, members, registered guests, ABMR staff, venue staff, and any other attendees—whether official or unofficial.

Expectations

We expect all participants at ABMR meetings to abide by our Code of Conduct Policy in all venues at ABMR meetings, including ancillary events and official and unofficial social gatherings. *The following is not an exhaustive list but is meant to guide attendees in interactions.*

Desired and Expected Behaviors:

- Demonstrate respect and consideration for all people.
- Listen well to others. Make room for a diversity of voices in group discussions, on panels, and the like.
- Be collaborative. Be mindful not to exert dominance over others. Consider the effect of relationship, position, experience, and privilege power differentials, and other factors to avoid dominance.
- Demonstrate that differing perspectives are valued — critique ideas (not people).
- Demonstrate welcome for a diversity of individuals and their identities
- Report conduct concerns to a Meeting Official so that concerns can be addressed responsibly and in a timely manner.
- Respect confidentiality of the identities of any individuals involved in a conduct concern while the concern is being reviewed and addressed.
- Answer questions about conduct concerns in a forthright and complete manner (e.g., when registering or during a review of concerns); and

- Please comply when directions are made to implement this Policy or the venue's policies. After Participants comply, they may raise any questions or concerns with a Meeting Official.

Unacceptable Behaviors

- Engage in biased, demeaning, intimidating, coercive, or harassing/hostile conduct or commentary, whether seriously or in jest (e.g., based on power differential, actual or perceived gender [sex, identity, expression], sexual orientation, race, ethnicity or national origin, religion, marital status, veteran status, age, body size or other physical appearance, disability, or other identities). This is the opposite of respect and welcoming conduct.
- Engage in personal attacks.
- Intentionally talk over or interrupt others.
- Posting (or threatening to post), without permission, other people's personally identifying information online, including on social networking sites.
- Retaliate against or disadvantage anyone for reporting a conduct concern or assisting in its resolution.
- Disrupt the meeting or engage in violence, threats of violence, harm or threats of harm of any kind. Do not create/contribute to a safety threat or an unsafe or exclusionary situation. Firearms, knives and other weapons are not allowed at Society meetings unless specifically allowed by local laws;
- Invade the personal privacy of individuals, at times or in places where people can reasonably expect privacy. Meeting participants should not view, photograph, audio- or visual- record, or distribute photographs or recordings of, individuals (in any medium) where privacy can reasonably be expected.

Consequences of Unacceptable Behaviors:

Unacceptable behavior from any participant at an ABMR meeting will not be tolerated.

If a participant engages in unacceptable behavior, ABMR may take any action they deem appropriate, including removal from an ABMR meeting (without refund) at which the harassment occurred and potentially revoking ABMR membership status. Egregious violations will result in more severe sanctions.

Determining violation(s):

- The meeting organizer (ABMR President) is responsible for immediate decisions (such as what to do during the meeting period).
- The ABMR Executive Council has Oversight Authority to review anything more than a simple complaint. This body can make decisions during the meeting period and after the meeting period. This body ensures fair and consistent decisions and is careful to avoid unwarranted defamation.
- Consequences may include encouragement to participate in a non-punitive, restorative process or community-building option.
- We will follow the principles of due process.

Rights If You Are Subject To or Witness Unacceptable Behavior(s):

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the meeting organizer: [ABMR President, or another member of ABMR leadership](#) or ABMR's administrator Jaclyn Sadiua (info@academyofbmr.org).

You may also contact the United States Department of Health and Human Services (HHS) Office for Civil Rights (OCR). Information about how to file a complaint with HHS OCR can be found here: <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>. Filing a complaint with the meeting organizer is not required before filing a complaint of discrimination with HHS OCR, and seeking assistance from the meeting organizer does not prohibit someone from filing a complaint with HHS OCR.

You may also contact the NIH: <https://grants.nih.gov/grants/policy/harassment/find-help.htm>. Notifications to the NIH can be done anonymously.

If possible, provide the following information, preferably in writing:

- Identifying information (name, appearance) of the participant about whom you have the concern;
- The behavior that was in violation;
- The approximate time of the behavior (if different than the time the report was made);
- The circumstances surrounding the incident;
- Other people involved in or witnessing the incident.

Confidentiality

If the person raising the concern, any identified individual target, or the accused (each an "individual most directly involved") or a particular witness asks the meeting organizer for confidentiality of their identity while the concern is being addressed, reasonable steps will be taken to do so. However, ABMR will not maintain confidentiality, if in its judgment and discretion, safety or law, an investigation, determination of a violation, or removal of a Participant from the meeting requires otherwise. Anyone who receives information during an investigation, however, must maintain its confidentiality. Failure to do so is a serious violation of this Policy, as is retaliation against any identified individual target, witness, or anyone who raises or helps resolve a conduct concern.

Investigations and Appeals

Any person accused of or being investigated for unacceptable behavior can expect complaints will be processed fairly and will be encouraged to contact ABMR leadership to describe their perspective.

Any grievances will be handled in accordance with our existing governing by-laws.