

## **ISTH 2022 Congress Code of Conduct**

ISTH is committed to supporting a productive and safe environment for everyone at a meeting or event. ISTH expects participants at the ISTH 2022 Congress, the ISTH 2022 Virtual Congress, and its other meetings and events, to follow this Code of Conduct.

This Code applies if your participation is in-person, virtual (by computer), or a combination of both. It also applies to activity on ISTH's other online activities and social media networks.

### **Who is Bound by this Code?**

This policy applies to all ISTH-sponsored and affiliated events, and the policies herein apply to all ISTH officers, directors, attendees, speakers, exhibitors, sponsors, participants, employees, contractors, volunteers, and guests at the meeting and related events.

As a participant in the ISTH 2022 Congress – whether in-person or virtually – you agree to adhere to this Code of Conduct.

### **General Policy**

It is the policy of the International Society on Thrombosis and Haemostasis (ISTH) that all participants in ISTH meetings and events will conduct themselves in a professional manner that is welcoming to all participants, and free from any unacceptable behavior.

Participants will treat each other with respect and consideration. ISTH's intention is to create a collegial, respectful, inclusive, and professional environment at ISTH Congresses, both in person and virtually. Creating a supportive environment to enable scientific discourse at ISTH meetings is the shared responsibility of all participants.

### **Unacceptable behavior at ISTH meetings and events includes the following:**

- Inappropriate actions, statements, or discrimination. Prohibited conduct includes discrimination based on race, age, religion, national origin, gender, gender identity, gender expression, disability, ethnicity, sexual orientation, marital status, nationality, political affiliation, political beliefs, ability status, educational background, or any other protected class, as determined by U.S. law, or the law of the location where the participant or meeting is located.
- Disruptive behavior of any kind.
- Harassment of other participants.
- Bullying, including cyber-bullying.
- Derogatory comments, epithets, slurs or negative stereotyping.
- Threatening, intimidating, or hostile acts.
- Unwelcome attention.
- Statements of a sexual nature.
- Denigrating statements.
- Off-color jokes.

- Written, electronic, or graphic material that shows hostility or aversion toward an individual or group, whether placed at the site of any ISTH 2022 meeting or activity, or circulated by email or on the Internet.

This list is not intended to be all-inclusive. Any act, statement, or behavior that causes a meeting participant to feel uncomfortable or unwelcome may be found to be unacceptable. All decisions are made by ISTH, in its discretion.

### **Online & Virtual Activity Included**

Participants are expected to avoid the actions listed above and any other improper conduct, during online networking, text chats, virtual question and answer sessions during an ISTH Virtual Congress webcast, or elsewhere on an ISTH website.

### **Reporting Unacceptable Behavior**

Persons experiencing or witnessing harassment – or wrongful conduct of any kind -- are encouraged to report it by one of the methods listed below and providing as many details as possible.

- Emergency Situation:
  - Remove yourself from the offender's presence, if possible.
  - At an in-person meeting/event, contact venue security.
  - When you feel safe, contact the ISTH on-site manager.
  - For virtual programs, contact ISTH's Head Office via email [meetings@isth.org](mailto:meetings@isth.org).
- Non-Emergency Situation:
  - For in-person meetings and events, contact the ISTH on-site manager.
  - For virtual meetings, contact ISTH's program manager.
  - Email the ISTH Headquarters at [meetings@isth.org](mailto:meetings@isth.org).

To the extent possible, ISTH will endeavor to keep the reporting concerns confidential; however, confidentiality cannot be guaranteed. Reports may be made anonymously, although ISTH can investigate and handle a complaint more effectively if the identities of the persons involved are known.

### **Follow-Up & Investigation:**

ISTH's office will receive complaints, initiate an investigation, and take appropriate action. During a meeting or event that responsibility may be delegated to an on-site representative.

In most situations, the person investigating on ISTH's behalf will discuss the complaint details first with the individual filing the report, and may also contact the alleged offender. Findings will be reported to the ISTH Executive Director.

### **Consequences of Unacceptable Behavior**

Upon receiving a report of unacceptable behavior, ISTH's first priority will be the safety and security of participants. Sanctions for violating this Code of Conduct may include:

- A verbal warning;
- Being denied access to the remainder of a meeting/event;

- Barring the offender from future meetings/events;
- Revocation of ISTH membership; and/or
- Notifying law enforcement if it appears that laws were broken.

**Retaliation Prohibited**

Retaliation against a person reporting harassment is also a violation of this Code of Conduct, and will not be tolerated. It is also against ISTH policy to report an incident in bad faith. ISTH will take action against any person found to be committing a willful violation.

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