

# SHEA CODE OF CONDUCT

The Society for Healthcare Epidemiology of America (SHEA) is committed to the principles of inclusion, diversity, access, equity, integrity and civility, and providing a professional environment free from harassment and discrimination. In order to provide all participants at events, including members and other attendees, speakers, staff, exhibitors, sponsors, employees and volunteers, the opportunity to interact professionally and benefit from the event, SHEA is committed to providing a safe and productive environment free of discrimination, hostility, harassment, and retaliation based on race, color, ethnicity, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, or any other characteristic protected by law. SHEA has a zero-tolerance policy for discrimination, harassment, and retaliation and is committed to enforcing this policy at all SHEA activities or events, including all virtual events.

SHEA encourages reporting of all perceived incidents of unacceptable behavior, regardless of the offender's identity or position. Individuals who believe they have been the victim of or a witness to such conduct should file a complaint with SHEA's Executive Director Kristy Weinschel at 703-684-1008 or [kweinschel@sheaonline.org](mailto:kweinschel@sheaonline.org) so appropriate action can be taken. SHEA will maintain confidentiality to the extent consistent with appropriate investigation and corrective action.

Unacceptable Behavior is defined as:

- Discrimination, harassment, or retaliation of any kind
- Verbal or chat abuse of any attendee, speaker, staff, exhibitor, sponsor, volunteer, or any other event guest
  - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking attendee, speaker, staff, exhibitor, sponsor, volunteer, or any other event guest

Participants are asked to observe these additional rules:

- The recording or transmission of any event session, presentation, demo, video, or content in any format is not allowed
- Do not engage in disruptive behavior in presentations during full conference, plenary, or workshop sessions, abstract poster sessions, oral abstract sessions, or at networking events organized by SHEA throughout the conference. All participants must comply with the instructions of the moderator
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. SHEA reserves the right to remove such messages and potentially ban sources of those solicitations
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the meeting app (if applicable)

If it is determined that an individual has engaged in prohibited conduct, SHEA shall determine the appropriate action to be taken, which may include, but is not limited to:

- Private reprimand
- Expulsion from the SHEA activity or event without warning or refund
- Implementation of conditions upon attendance at future SHEA activities and events
- Removal of the individual as a board or committee member
- Restriction from attendance at future SHEA activities and events
- Revocation of membership in SHEA