IAPSC is committed to providing a welcoming, safe and supportive environment for all persons, regardless of gender, race, color, ethnicity, sexual orientation, religion, disability, political orientation, genetic information, age, familial status, military status, domestic violence victim status, or any other personal characteristic/attributes.

This policy applies to any member and for any IAPSC event, inclusive of IAPSC related phone calls/webinars, meetings, off-site/on-site events and related.

At the beginning of each new President's term, the President will appoint an Ethics Committee Chair, which shall investigate instances of unacceptable behavior and provide its findings to the Executive Committee. The Executive Committee shall make appropriate recommendations, which can include, but are not limited to civil, criminal and revocation of membership privileges/certifications, which shall be reviewed and ultimately approved by the Board of Directors.

Unacceptable behaviors include, but are not limited to:

- Intimidating, harassing, abusive, violent, discriminatory, derogatory, or demeaning communication in any form, which includes, but is not limited to spoken, written, somatic, digital or actions by any participant in an IAPSC supported event.
- Harmful or prejudicial communication in any form or information related to gender, race, color, ethnicity, sexual orientation, religion, disability, political orientation, genetic information, age, familial status, military status, domestic violence victim status, or other personal characteristics.
- Inappropriate use of nudity and/or sexually suggestive images.
- Deliberate intimidation, stalking/cyber stalking.
- Unwanted photography or video recording.
- Sustained disruption of talks or other events.
- Assault/battery.
- Unwelcome and uninvited attention or contact.
- Real or implied threat of physical harm.
- Real or implied threat of professional or financial damage or harm.
- Harassment committed in a joking manner still constitutes unacceptable behavior.

Reporting of Unacceptable Behavior

Please refer to Policy & Procedure #7: Investigation of Ethics Complaints by the Ethics Committee for further reporting details.

Retaliation for reporting harassment is a violation of the Code of Conduct. Persons reporting violations of the policy will not be subject to any relation in any form by the association.

False reporting is a violation of the Code of Conduct.

Consequences of UnacceptableBehavior

Unacceptable behavior from anyone involved with IAPSC will not be tolerated. All complaints will be investigated by the IAPSC Ethics Committee. This includes, but is not limited to:

- Review of the initial complaint.
- Investigation into the situation presented.
- An opportunity for the accused to be heard.

Any action resulting from the Executive Committee's deliberation will be presented to the full board for approval. Should a complaint be filed by or refer to an officer or member of the board, that individual will be recused for all deliberations, decision-making and voting.

A record of all investigative actions and disciplinary action shall be maintained in IAPSC records.