

# Platelet Society Code of Conduct

## Introduction

The Platelet Society are committed to making its activities and events productive and enjoyable for everyone, regardless of sex, sexual orientation, gender identity, disability, age, physical appearance, body size, race, ethnicity, nationality or religion. We are committed to creating a positive culture based on mutual respect within the society, and we will not tolerate harassment of participants in any form.

**By participating in Society activities or joining meetings, whether in person or online, all members and attendees are agreeing to abide by this Code of Conduct.**

## Code of Conduct

All members and attendees are expected to behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive or belittling comments related to sex, sexual orientation, gender identity, disability, age, physical appearance, body size, race, ethnicity or religion.

All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery are not appropriate. **Be kind to others.** Do not insult or put down other attendees.

## Incident reporting and resolution

The Platelet Society and meeting organising committees are committed to addressing and resolving any matter that goes against the code of conduct to the best of their abilities.

If you observe someone making you or anyone else feel unsafe or unwelcome, please tell them so, and remind them of the Code of Conduct. If you are hesitant about addressing the person yourself, or this does not change the situation, please report the matter as soon as possible to a member of the meeting organising committee, or a member of the executive committee present. If this is not possible you can also inform the Society via our website and the incident reporting form.

When contacting us about an issue, please explain what happened and who was involved so that we can investigate the matter.

Thank you for your participation with the Platelet Society and your efforts to keep our events welcoming, respectful, and friendly for all participants.

## Sanctions

When someone is asked to stop any behaviour that makes others uncomfortable, they are expected to comply immediately. In response to inappropriate behaviour (e.g. sexual content, rudeness, unprofessional) the Society may take any action they deem appropriate, including warning the person in question, asking them to leave the event, or removing them from a mailing list.

Specific actions may include but are not limited to:

- asking the person to cease the inappropriate behaviour, and warning them that any further reports will result in other sanctions.
- requiring that the person avoid any interaction with another person for the remainder of the event.
- early termination of a talk that violates the policy.
- not publishing the video or slides of a talk that violates the policy.
- not allowing a speaker who violated the policy to give (further) talks at the event.
- immediately ending any event responsibilities or privileges held.
- requiring that the person immediately leave the event and not return.
- blocking the person on social media platforms (for one year).
- banning the person from future events (for one year).
- publishing an anonymous account of the harassment.
- reporting the incident to the person's employer or educational institution.