



A. Introduction

AGOS supports a culture of respect, professionalism, and inclusivity. AGOS members are expected to uphold principles of ethical conduct as outlined in the American Medical Association's Principles of Ethical Conduct and Practice (herein referred to as the "Code of Ethical Conduct") <https://code-medical-ethics.ama-assn.org/>. These principles define professional and personal responsibilities to our patients, colleagues, trainees, and staff members.

B. Prohibition of Harassment and Discrimination

All AGOS members deserve to be treated with respect and dignity in an environment free from harassment and discrimination. Professional behavior should always be exhibited, including at the AGOS Annual Meeting, during board and committee meetings, conference calls, business meetings, during electronic communications, in online forums and on social media platforms -- whenever AGOS business is discussed.

Harassing and discriminatory behaviors are unacceptable and will not be tolerated for any reason. Additionally, AGOS prohibits not only unlawful harassment but also other unprofessional and discourteous conduct. Accordingly, derogatory, sexual or other inappropriate remarks, slurs, or jokes will not be tolerated.

C. Definition of Harassment

The US Equal Employment Opportunity Commission (EEOC) defines harassment as unwelcome and offensive conduct that is based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), religion, disability, age (age 40 or older), or genetic information.

Harassment is defined as unlawful when the conduct is severe and pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

D. Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that is unwanted by the recipient.

D. Definition of Discrimination

Discriminatory behaviors are actions that can be verbal, written, or physical in nature and show hostility or aversion toward an individual based on an individual's race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or marital status.

E. Examples of Harassment and Discrimination

Discrimination and harassing behaviors have the effect of creating an intimidating, hostile or offensive environment. Forms of harassment and discrimination include, but are not limited to the following:



1. **Verbal:** Repeated innuendoes or epithets, derogatory slurs, off-color jokes, propositions, threats, or suggestive or insulting sounds, or show hostility or aversion toward an individual based on their protected status.
2. **Visual/Nonverbal:** Derogatory posters, cartoons, drawings, suggestive objects or pictures, graphic commentaries, leering, or obscene gestures.
3. **Physical:** Unwanted physical contact, including touching, interfering with an individual's normal work movement, or an assault.
4. **Other:** Making or threatening reprisals as a result of a negative response to harassment.

F. Reporting of Harassment or Discrimination Grievances

AGOS encourages members to report real or perceived incidents of harassment or discrimination involving AGOS members. Grievances may be submitted verbally or by written correspondence to at least one of the following: the AGOS Executive Director, the current AGOS president, other AGOS officers, or the program committee chair.

AGOS prohibits retaliation against any individual who reports harassment or discrimination or participates in the grievance process. False and malicious complaints of harassment or discrimination may be subject to disciplinary action including potential loss of membership.

G. Management of Harassment or Discrimination Grievances

All harassment or discrimination grievances will be reviewed by a Grievance Committee consisting of the Immediate Past President (who serves as chair) and two former presidents appointed by the Executive Committee. The AGOS Executive Director and legal representation (if applicable) will serve as non-voting members of the Grievance Committee.

After appropriate review and discussion of submitted grievance allegations, the Grievance Committee shall consider one of the following disciplinary actions:

- A. No Action – After informing the President and Secretary, the Chair of the Grievance Committee shall inform in writing, the no action decision to:
 - i. the person who submitted the grievance;
 - ii. the person charged with the grievance;
 - iii. the Executive Committee.
- B. Reprimand/Probation – After informing the President and Secretary, the Chair of the Grievance Committee shall inform in writing, the reprimand/probation decision to:
 - i. the person who submitted the grievance;
 - ii. the person charged with the grievance;
 - iii. the Executive Committee.



A reprimand decision is a one-time final action. A probation decision is a time limited action that shall be for a term of one year. The Grievance Committee will at the end of the year probation ensure no further grievances submitted and that all remediation recommendations have been completed.

C. Termination – After informing the President and Secretary, the Chair of the Grievance Committee shall inform in writing, the termination decision to:

- i. the person who submitted the grievance;
- ii. the person charged with the grievance; and
- iii. the Executive Committee.

A termination decision is a one-time final action. There are no provisions by which the terminated member can be reinstated.

Members who have been reprimanded, placed on probation, or terminated have the right to request a formal hearing with the AGOS Council within 30 days of the Grievance Committee's notification. The member may have representation by legal counsel, but such representation is not required. The AGOS Council will conduct a hearing, either in person, or via electronic communication for up to 30 minutes. Members of the Council, or AGOS legal counsel may ask questions of the AGOS member and/or attorney representation. Immediately after the hearing concludes, the Council will meet in closed executive session to determine the outcome of the matter and recommend a course of action. All Council decisions will be considered final.