



## CODE OF CONDUCT

1. **Code of Conduct:** EEID is committed to providing a professional, collegial, safe, supportive, and respectful digital meeting environment, regardless of a person’s race, color, ethnicity, national origin, citizenship status, age, religion, disability status, sex, gender identity, sexual orientation, genetic information, physical appearance, political affiliation, or other characteristic (“personal characteristics”). EEID expects individuals to uphold the professional and educational purposes of EEID and its events by respecting the rights, privacy, safety, and dignity of all persons. EEID expects individuals to exercise professionalism, consideration, and respect in their speech and actions. EEID expects individuals to refrain from harassing speech and other harassing behavior.
  
2. **Scope and Application:** The Ecology and Evolution of Infectious Diseases 2022 Workshop and Conference Code of Conduct (this “Code”) applies to any in-person or digital gathering or event that is hosted or sponsored by EEID, including but not limited to digital sessions, posters, exhibits, written comment and discussion groups, professional gatherings, and platforms and settings ancillary thereto (each an “EEID Event”). This Code applies to all participants in EEID Events, including but not limited to employees, members, volunteers, guests, vendors, contractors, exhibitors, faculty, and other attendees (each a “Participant”). This Code is not intended to modify or supersede other policies, agreements, website terms and conditions, or rules and regulations that may be applicable to a Participant or to the conduct that is subject to this Code.
  
3. **Unacceptable Behavior:** Unacceptable behavior includes but is not limited to:
  - a. Unwelcome and uninvited attention or contact with another Participant.
  - b. Verbal or written comments, social media posts, or visual images, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals, or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual’s ability to participate in the EEID Event.
  - c. Deliberate intimidation, doxing, or stalking.
  - d. Harassing photography or recording.
  - e. Sustained or repeated disruption of talks or other events.
  - f. Express or implied threat of physical or professional harm.
  - g. Actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior.
  - h. Failing to stop unacceptable behavior when requested by a Participant or EEID.



- i. Making false reports of misconduct or other unacceptable behavior.
  - j. Posting any comments or material that reveals confidential patient health information.
  - k. Failing to follow Emory University and EEID 2022 COVID-19 Protocols.
4. **Reporting Unacceptable Behavior:** Any Participant whose safety is threatened or violated is urged to contact law enforcement immediately. In addition, any Participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Code, is encouraged to send an e-mail to [tswink@emory.edu](mailto:tswink@emory.edu). Reports may be anonymous or attributed. EEID will use its best efforts to respond to a Participant in no more than four hours during the event days, one business day when the content is available on-demand, recognizing that it will not be possible to follow up directly with a Participant whose report is anonymous, and that EEID may have less ability to investigate fully an anonymous report
5. **Consequences of Reported Unacceptable Behavior:** Upon receiving a report of unacceptable behavior, EEID's priority will be the safety and security of Participants. To preserve a safe, educational environment, EEID reserves the right to temporarily suspend or terminate specific features available to a Participant or to suspend or terminate the Participant's entire account. When facts are in dispute or cannot be fully established, EEID reserves the right to take the action most likely to safeguard safety and security of Participants, including termination of a Participant's account for the remainder of the EEID Event.

A report of an adjudicated or officially confirmed history of a Participant's prior unacceptable behavior, if impacting the experience of other Participants at an EEID Event may, in EEID's discretion, be the basis for a response under this Code.

Violation of this Code, as determined by EEID in its sole discretion, is grounds for any action that EEID deems appropriate, including but not limited to warning the offender, denying the offender access to an EEID Event (including revoking or denying registration to an EEID Event), suspending or terminating the offender's access to the EEID Event, barring the offender from other EEID Event(s), and/or removing comments or posts from EEID's social media venues or EEID Communities. EEID reserves the right to take whatever action it, in its sole discretion, deems appropriate, with respect to the investigation of any matters related to this Code.

Any person who is denied access to or whose access is terminated during an EEID Event based on this Code may request that EEID review the matter after the EEID Event has concluded. However, EEID's action will be effective immediately and will continue until and unless EEID



issues a contrary decision. Unless a contrary decision is issued, any person who is denied access to or removed from an EEID Event based on this Code will not be eligible for a refund of any registration fees paid for access to or participation in the EEID Event.

- 6. Communication from EEID:** EEID may communicate with an individual who reports unacceptable behavior if the individual chooses to submit an attributed report. EEID may also communicate with an individual concerning whom a report has been made, to the extent that the EEID is able to identify and contact that individual. The nature, scope, and content of any such communication is in the sole discretion of EEID. If warranted, EEID may communicate more broadly with Participants at an EEID Event. EEID has the right to communicate about its responses under this Code to the employers or sponsors of involved Participants' vendors, local law enforcement, media, and the public as the EEID deems reasonable and appropriate in its sole discretion.

Questions? Contact [tswink@emory.edu](mailto:tswink@emory.edu)

Source: Adapted from the American Society of Nephrology and American Society of Nephrology Conduct Code