The Delaware Valley Academy of Veterinary Medicine Code of Conduct

Drafted August 2024

The Delaware Valley Academy of Veterinary Medicine (DV Academy) is committed to providing and creating a professional environment at all our events, welcoming veterinarians from diverse backgrounds, educational and professional experience. We expect our events to be a respectful, harassment-free environment for all people regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, and belief (religious, political or other beliefs). The D.V. Academy values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all members, registrants, attendees and presenters.

In pursuit of those goals, members, registrants, guests, speakers, staff, attendees, and volunteers at D.V. Academy meetings, whether in-person or virtual, are expected to abide by the following code of conduct:

Expected behavior

- **Demonstrate respect and consideration for all people.** Avoid dominating the Q and A portions of the presentation. Please interact with our speakers in a professional manner as they are invited guests of the Academy. If you are dissatisfied with a presenter's response, please avoid being argumentative. If dissatisfied with the presenter's response, please follow-up with the presenter during the breaks, or by email after the presentation. Finally, if the ultimate response from the speaker is unsatisfactory and you feel that misinformation has been presented, please draft a "Letter to the Editor" for distribution to the membership in the subsequent emailed newsletter
- **Communicate openly and thoughtfully with others, listen well to others, and be considerate of the multitude of views and opinions that are different than your own.** Make room for a diversity of voices in group discussions, on panels, and the like.
- **Be respectful in discussing and debating ideas.** Demonstrate that differing perspectives are valued—critique ideas, not people.
- **Be mindful that others attending in person are there to listen to the speaker.** Please realize that your personal comments, asides and other distractive actions interfere with others who have made the effort to attend in person. Lunch and presentation breaks are when conversations with your colleagues should take place, not during the presentation. If you must converse with colleagues during the presentation, please exit the seminar room.
- **Act to avoid invading personal privacy of individuals.** Please assume that a person participating virtually, with their camera on, does not realize they are being viewed at times or in places where people can reasonably expect privacy (e.g., bathrooms, breastfeeding rooms). In this instance, please notify Academy contact(s) right away to help notify this person of the situation.
- **Report concerns about conduct to an Academy board member or administrative staff contact so that these concerns can be addressed responsibly and in a timely fashion.** If you learn about the identities of any individuals involved in a conduct concern, respect and maintain the confidentiality of the individuals involved. If you are questioned as part of an investigation or review of a conduct concern, answer questions in a forthright and complete manner.

If any D.V. Academy board member, administrative staff, or venue staff directs you to stop a behavior or delete a comment, please comply immediately. Such directions are made to implement the Academy's Code of Conduct. After participants comply, they may raise any questions or concerns to any Academy board member or administrative staff. D.V. Academy board members and administrative staff are empowered to take necessary and appropriate actions that may include, but are not limited to a verbal warning, expulsion from the seminar, and cancellation of membership / registration.

Unacceptable behavior

- **Do not intentionally talk over or interrupt others.**
- **Do not engage in biased, demeaning, intimidating, coercive, or harassing/hostile conduct or commentary,** whether seriously or in jest (e.g., based on power differential, gender [sex, identity, expression], sexual orientation, race, ethnicity or national origin, religion, marital status, veteran status, age, body size or other physical appearance, disability, socioeconomic status, or other identities); this is the opposite of respectful and welcoming conduct.
- **Do not engage in personal attacks.**
- **Do not engage in political activities such as, but not limited to, seeking signatures for petitions, or the distribution of political paraphernalia at our meetings. As the Academy wishes our meetings to be a comfortable space for all, we strongly urge attendees, both virtual and in person, to refrain from wearing / displaying political paraphernalia.**
- **Do not retaliate against or disadvantage anyone for reporting a conduct concern or assisting in its resolution.** Do not make bad faith accusations.
- **Do not disrupt the event (e.g., "zoom-bombing" or sustained or disrespectful disruption of presentations) or engage in harm or threats of harm of any kind.**
- **Do not make audio or visual recordings of the event in any medium and do not distribute audio or visual recordings of the virtual event (via social media or any other means).** Screenshots or photos of presentation slides or presenters are acceptable unless the presenter notes otherwise during their presentation. Screenshots/photos of attendees or audience members are not allowed. Only the D.V. Academy or its designees may do so. Membership / registration constitutes consent to audio and visual recording (and use and alteration of the recording) by the event organizers (or those it authorizes) during the meeting for non-commercial purposes aligned with the D.C. Academy's mission.
- **Do not engage in any of these bad acts in the meeting venue or virtual event** (including via public or private chat)—or on social media or by other means in any way associated with the event or virtual event.

If you have any questions about this policy or its application, please contact any Academy board member or administrative staff.