

Policy Summary, HBES Code of Conduct

- Treat all participants, HBES staff, and vendors with courtesy and consideration.
- Be respectful and collaborative, critiquing ideas rather than individuals.
- Abuse, intimidation, discrimination, and sexual harassment are unacceptable. Sexual advances, requests for sexual favors, or sexually directed remarks constitute sexual harassment when such conduct (1) persists despite rejection, (2) is grossly inappropriate, or (3) is made to a subordinate who might reasonably fear that their position would be jeopardized if those advances were rejected. Additional information about harassment is provided in the <Full Code of Conduct>.
- Be mindful of your surroundings and of your fellow participants, and alert a member of the HBES grievance committee if you need assistance or notice a dangerous situation or someone in distress. The names and contact information of the grievance committee are on the meeting and main HBES websites. The grievance committee may offer advice and may attempt to mediate disputes, and will report formal complaints to the Executive Council. The Council may, at its discretion, issue warnings, ask violators to leave the HBES meeting, or, for serious or repeated violations, revoke membership in the society. The investigative procedure is described in the <Full Code of Conduct>.
- Respect the rules and policies of the meeting venue, hotels, and any HBES-contracted facility.