



CODE OF CONDUCT

The Society for Glycobiology (SFG) is committed to providing a professional, friendly, safe, and welcoming environment for all participants at its annual meeting and other sponsored events.

The Society expects that all participants and speakers will help ensure a safe and positive experience for everyone, regardless of gender, marital status, sexual orientation, disability, race, ethnicity, religion, national origin, or other personal characteristics.

Unacceptable behaviors will not be tolerated during any portion of a Society function and may result in removal from the event and/or loss of membership.

Unacceptable behaviors include, but are not limited to, the following:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any participant
- Harmful or prejudicial verbal or written comments or visual images related to gender, marital status, sexual orientation, race, religion, disability, or other personal characteristics
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides)
- Deliberate intimidation, stalking, or following
- Harassing photography
- Photographing slides of oral presentations and posters without the written permission of the presenter
- Recording of scientific and other sessions without the written permission of the presenter and the Conference Manager
- Inappropriate disruption of scientific sessions or other events
- Unwelcome and uninvited contact
- Physical assault (including unwelcome touching or groping)
- Real or implied threat of physical harm
- Real or implied threat of professional or financial damage or harm

Persons witnessing or subjected to unacceptable behavior should:

- Contact local authorities immediately to report the incident if the behavior is criminal in nature
- Inform SFG leadership (President, Secretary, Treasurer, President-Elect) directly or the Conference Manager, who will then inform SFG leadership, as soon as possible
- Promptly create a detailed, written summary to aid future recall

To the extent possible, information related to reported unacceptable behavior will be handled confidentially, discreetly, and promptly. The SFG believes that home institutions and employers of our event attendees, including research institutions, companies, and other organizations, are best equipped to investigate violations by their faculty members, trainees, employees, or affiliated individuals, and to determine appropriate actions consistent with their employment and academic obligations. SFG leadership will document and refer allegations to an attendee's organization for its review and action. However, attendees who are found by the SFG Executive Committee to have violated this code of conduct will be asked to immediately depart the event at their own expense. At the discretion of the SFG Executive Committee, the attendee may also be subject to loss of Society membership.