

Society for Simulation in Healthcare

Code of Conduct

The open exchange of ideas is central to the mission and purpose of the Society for Simulation in Healthcare. This exchange requires a community that embraces diversity and fosters a safe, welcoming environment for all.

This policy **applies to all SSH members and activities**, including:

- Conferences, symposia, workshops, and events sponsored, co-sponsored, or in cooperation with SSH or any of its councils, commissions, committees, sections, SIGs and affinity groups.
- SSH member meetings;
- Ancillary events and unofficial social gatherings;
- Exchanges - including but not limited to in-person, email, and video and telephone conferences - among individuals, committees, or other bodies associated with SSH activities, publications and interactions sent through communication channels associated with SSH, including social media.

Expected Behavior

We expect all participants in SSH activities to behave in a professional manner:

- Be respectful of others;
- Treat people fairly;
- Refrain from demeaning, discriminatory, or harassing behavior and speech; Be mindful of your surroundings and of your fellow participants;
- Refrain from retaliation;
- Avoid injuring others, their property, reputation, or employment;
- Comply with applicable laws in all countries where SSH does business and with SSH policies and procedures.

Unacceptable Behavior

Unacceptable at any SSH activity is:

Abuse: Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.

Harassment:

- Verbal, written, or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, or any other characteristic protected by law; and that: (1) has the purpose or effect of creating an intimidating, hostile, or offensive environment; (2) has the purpose

or effect of interfering with an individual's performance or ability to participate in Society events; or (3) otherwise affects an individual's ability to participate in Society events and activities.

- Harassing conduct includes epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts, denigrating jokes, offensive texts, and emails, as well as the application of any stereotypes or generalizations based on any of the prohibited grounds.
- Sexual harassment is characterized by any unwelcome conduct, comment, gesture, or contact of a sexual nature, whether on a one-time basis or in a continuous series of incidents that: (1) might reasonably be expected to offend, embarrass, or offend an individual. Sexual harassment also includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical unwelcome conduct.

Bullying: Offensive, cruel, insulting or humiliating behavior. It can be physical or verbal, direct or indirect. Bullying is considered harassment in general, unless there is physical contact or threat of violence, where it is considered violence.

Violence: Behavior involving physical force intended to hurt, damage, or kill.

Member Rights

Every member has the right to an environment that is free from unacceptable behavior, and equally, to be informed of complaints made against them. SSH has an Anti-Harassment Policy available here:

Governance/ Anti-Harassment Version 1.0. Members should follow guidelines provided in the SSH Anti-Harassment Policy should they have the need to report a breach of this Code of Conduct.

Society Obligations

Our members, be they staff, volunteers, members, or suppliers, have the responsibility to ensure the safety and health of all those who interact with the Society. SSH will use due diligence (the obligation to take reasonable measures to provide appropriate service) on all complaints, pursuant with our anti-harassment policy.

Direct all questions regarding this Code of Conduct to either the SSH Executive Director or the SSH President.

Effective: 04/2019