



FERTILITY SOCIETY
OF AUSTRALIA AND NEW ZEALAND

Code of Conduct

Fertility Society of Australia and New Zealand

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Preamble

The Fertility Society of Australia and New Zealand (FSANZ) is a collegial society that values the input of Members in matters pertaining to the organisation and its goals. Importantly, our individual and collective actions have implications for the overall reputation of the FSANZ locally and internationally. This Code of Conduct guides our actions to uphold the highest values of integrity, collegiality, mutual respect and standards of behaviour at all FSANZ events.

Scope of Code of Conduct

The FSANZ is committed to providing a friendly, safe and welcoming environment for the distribution of scientific knowledge, regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin or other protected characteristics. To ensure a safe and positive experience, we expect all attendees (delegates, speakers, media representatives, organisers, volunteers, venue staff, guests and exhibitors) to abide by this Code of Conduct in all venues (private or public) and at all events (conferences, meetings, workshops, social gatherings) or any other occasion under the governance of the FSANZ.

Guiding Principles

We EXPECT all participants to:

- Respect that each member or speaker is empowered by the FSANZ to voice their opinion in scientific debate without fear of recrimination or derision.
- Exercise consideration and respect in oral and/or written communications and actions.
- Refrain from demeaning, discriminatory or harassing behaviour or oral and/or written communications and actions.
- Respect professional academic standards of conduct and copyright.
- Be mindful of their surroundings and those of fellow participants.
- Alert an FSANZ Board member to violations of this Code of Conduct.

Forms of UNACCEPTABLE behaviours include:

- Incivility, intimidating, harassing, abusive, discriminatory, derogatory or demeaning oral and/or written communications and action by any attendee at any event.
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability or other personal characteristics.
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides).
- Harassing photography, including flash photography.
- Sustained disruption of scientific sessions or other events.
- Conduct that is misleading or deceptive or is likely to mislead or deceive.
- Reproduction of conference material without citing the source and/or author(s).
- Unauthorized republishing of conference presentations on social media (e.g. on Facebook).
- Unwelcome and uninvited attention or physical/electronic contact.
- Deliberate intimidation, following or stalking.
- Implied threat of physical harm.
- Physical assault (including unwelcome physical contact).
- Real or implied threat of professional or financial damage or harm.

Implementation and consequences of unacceptable behaviour

Unacceptable behaviour from any participant of FSANZ events, including attendees, sponsors, exhibitors, contractors, volunteers, vendors, venue staff and anyone with decision-making authority, will not be tolerated. Any individual asked to cease unacceptable behaviour is expected to cooperate and comply immediately and respectfully.

If a participant engages in unacceptable behaviour the FSANZ Board may further undertake any action they deem appropriate. This may include:

- removal from the FSANZ event without refund
- banning from all planned or future FSANZ events
- revocation of FSANZ membership
- reporting to APHRA and/or other regulatory authorities
- reporting to local law enforcement
- other actions determined appropriate by the Board.

Document Review: The Code of Conduct is to be reviewed biennially.