Leadership Orientation: Ethics at GSA
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Agenda

- History – Ethics at GSA
- Ethics Program
  - High-level approach
  - Main components
  - Ethics policies – At a glance
- 2020 Initiatives
- Ethics Homepage
- Questions
History – Ethics at GSA

1997
• Code of Conduct (aspirational)

2016
• Events Code of Conduct
• Respectful Inclusive Scientific Events (RISE)

2018
• GSA Council votes to create enforceable Code of Ethics (recommended by Ad Hoc Ethics Committee)
• GSA creates Ethics & Compliance Office role

2019
• Code of Ethics & Professional Responsibility
• Policy & Procedures for Handling Potential Violations
GSA’s Ethics Program - Approach

1. Promote Ethical, Professional Conduct
2. Detect Concerns
3. Take All Concerns Seriously
4. Apply Lessons Learned

CULTURE of Integrity, Respect, Inclusivity, and Scientific Excellence
# Ethics Program – Main Components

## Promote Ethical, Professional Conduct
- Code of Ethics & Professional Conduct (members only)
- Events Code of Conduct/RISE* (all event/meeting participants)
- Ethical Guidelines for Publication

## Detect Concerns
- Ethics Disclosures – Honors, Awards, Leadership, Editorships
- Ethics Hotline/Complaint Process
- RISE Liaisons (GSA meetings and events)

## Take All Concerns Seriously
- Written complaint-handling procedures/Ethics Committee

## Apply Lessons Learned – Oversight by Council:
- All complaints are tracked and reviewed 2x/year
- Ethics Officer submits report and recommendations 2x/year

*Respectful Inclusive Scientific Events
2 main ethics policies (non-publishing)

- **Code of Ethics & Professional Conduct**
  - Members only
  - Covers professional conduct everywhere it occurs – even at non-GSA events
  - Enforceable

- **Events Code of Conduct**
  - Members and everyone else who is present at GSA meetings and events, field trips, short courses, etc.
  - Covers conduct at GSA-sponsored events and meetings (including committee meetings)
  - Enforceable
  - Supported by RISE (Respectful Inclusive Scientific Events)
Respectful Inclusive Scientific Events

Supports Events Code of Conduct to promote a safe, respectful, inclusive culture

- Proactive signage and talking points for leaders to promote the right behaviors
- Network of trained RISE Liaisons and procedures to ensure that concerns are handled appropriately
## Ethics Policies At a Glance

- Both policies prohibit discrimination, harassment, and bullying (among other things)
- All cases are centrally tracked to ensure follow through and facilitate oversight
- GSA’s Council oversees Ethics Program, including case activity 2x/year

<table>
<thead>
<tr>
<th>Who is covered?</th>
<th>Code of Ethics &amp; Professional Conduct</th>
<th>Events Code of Conduct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members only</td>
<td>Everyone in attendance at GSA-sponsored activities</td>
<td></td>
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<tr>
<td>Official complaint required?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Who investigates?</td>
<td>Ethics Committee*</td>
<td>Events Code Committee**</td>
</tr>
</tbody>
</table>

*Past Past President, Executive Director, E&C Officer
**President, Executive Director, Director of Meetings, E&C Officer
<table>
<thead>
<tr>
<th>Ethics Policies At a Glance (cont.)</th>
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<tbody>
<tr>
<td><strong>Investigation length?</strong></td>
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<tr>
<td><em>It depends…</em></td>
</tr>
<tr>
<td><strong>Final decision maker?</strong></td>
</tr>
<tr>
<td><strong>Potential consequences?</strong></td>
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Complaint-Handling Under the 2 Ethics Policies
Simplified Complaint-Handling Process –
**Code of Ethics & Professional Conduct**

1. **Ethics Complaint**
2. **GSA Staff Performs Initial Review**
3. **Ethics Committee Manages Investigation**
4. **Council Makes Final Decision**

*For full process, see GSA’s [Ethics Homepage](#) for Policy & Procedures for Handling Potential Ethical Violations and the Ethics Complaint Form that must be used to start the process.*
Simplified Complaint-Handling Process – *Events Code of Conduct*

1. **Hotline Report or RISE** Liaison/Leadership receives report or observes misconduct
2. **Executive Director** assigns investigator (usually E&C Officer)
3. **Events Code Committee** makes final decision
2020 – Main Activities & Initiatives

● Ethics Cases
  ○ Case 7 appeal – July 24th
  ○ Case 3 and 8 – TBD

● Ethical, Diverse, & Inclusive Culture
  ➢ Close collaboration with GSA’s Diversity Officer to identify and leverage synergies

GSA Meetings & Events
  ○ Culture Task Force
  ○ Bystander Intervention Workshop – pilot for Student Advisory Committee and leaders from sections and divisions
  ○ Field safety – embedding RISE in policy and procedures
  ○ Virtual meeting considerations

Governance
  ○ New Implicit Bias Workshop for Council and designated committees*
  ○ New ethics disclosures to screen candidates for honors, awards, and leadership
  ○ Diversity mapping/risk assessment – recruiting and selecting candidates for honors, awards, and leadership

*Save the date - Implicit Bias Workshop:
28 September 2020 from 12-2:30 Central Time
See GSA’s [Ethics Homepage](#) for more information

- Policies
- Procedures
- Updates
- Other Resources

Questions?