Leadership Orientation: Ethics at GSA

June 17, 2021
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Agenda

- GSA – Ethics Milestones
- Ethics Program Structure
- Side-by-Side Comparison of GSA’s Code of Ethics & Events Code of Conduct
- How You Can Support GSA’s Commitment to Ethics
GSA – Ethics Milestones

1997
- Aspirational Code of Conduct

2016
- Events Code of Conduct
- Ad hoc Ethics Committee recommends formal approach

2019 & 2020
- Ethics Program launched – new policies, procedures, enforcement

Since 2017:
- Found 7 ethics policy violations (out of 15 formal complaints).
- In egregious cases, Council has terminated membership/fellowship status and banned offenders from meetings for several years.
GSA’s Ethics Program is structured to promote professional behavior and, when needed, to enforce and refine our policies.

1. We set clear conduct standards
   - Code of Ethics & Professional Conduct (members only)
   - Events Code of Conduct (members & non-members who attend GSA events)
   - Ethical Guidelines for Publishing

2. We take complaints seriously
   - Ethics Committee oversight
   - Standard complaint-handling procedures
   - Safeguards protect confidentiality and give parties a fair opportunity to be heard

3. We enforce violations and apply lessons-learned
   - GSA Council oversight and final decision-making authority*
   - Punitive actions for proven violations
   - Restorative action and community building
GSA has 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 & RISE**
  - All participants – Members/Non-Members
  - Covers all GSA-sponsored events and meetings (including committee meetings)
  - Enforceable
What is RISE?

What’s included in RISE?

- Conspicuous posters and slides at GSA Events
- Talking points for GSA leaders to help promote respectful, inclusive behavior
- Trained RISE Liaisons know how to respond and escalate concerns
  - RISE training will be updated before GSA Connects 2021

RISE brings the Events Code of Conduct to life by reminding participants that GSA events must be respectful and inclusive.
## Ethics Policies - TOPICS

<table>
<thead>
<tr>
<th>Specific Member responsibilities:</th>
<th>Code of Ethics</th>
<th>Events Code of Conduct</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Comply with the Code and related policies;</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>• Cooperate if asked to take part in an investigation of an allegation of a Code violation; and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Will not represent ourselves as a spokesperson for the GSA without express authorization by President and Executive Director</td>
<td></td>
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</table>

| Research misconduct, including fabrication, falsification, and plagiarism. | Yes | Yes - abstracts |
| Discrimination, Harassment, Bullying, & Retaliation | Yes | Yes |
| Conflicts of Interest | Yes | No |
### Ethics Policies - COVERAGE/PROCESS

<table>
<thead>
<tr>
<th>Who is covered?</th>
<th>Code of Ethics</th>
<th>Events Code of Conduct</th>
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<tbody>
<tr>
<td></td>
<td>Members only - all professional activities regardless of location</td>
<td>All participants in GSA-sponsored activities</td>
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<tr>
<td>Formal complaint?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Who investigates?</td>
<td>Ethics Committee*</td>
<td>Events Code Committee**</td>
</tr>
<tr>
<td></td>
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<td></td>
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<tr>
<td>Opportunity to be heard?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Confidentiality?</td>
<td>Yes</td>
<td>Yes</td>
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*Past Past President, Executive Director, E&C Officer
**President, Executive Director, Director of Meetings, E&C Officer
### Ethics Policies – DECISIONS/ENFORCEMENT/OVERSIGHT

<table>
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<tr>
<th>Final decision maker?</th>
<th>Code of Ethics</th>
<th>Events Code of Conduct</th>
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<tbody>
<tr>
<td>GSA Council</td>
<td>GSA’s President and Executive Director</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Potential consequences?</th>
<th>Code of Ethics</th>
<th>Events Code of Conduct</th>
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<tr>
<td>It varies…</td>
<td>Could range from a reprimand to revoking membership or fellowship status</td>
<td>Could range from a warning to banning someone from current/future GSA events.</td>
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</table>

**Oversight by Council**

<table>
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<tr>
<th>Case Tracking</th>
<th>Reports to Council</th>
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<tr>
<td>Yes - anonymized</td>
<td>Yes – 2x/year</td>
</tr>
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</table>

See the [2020 Annual Ethics Report](#) for anonymized information and analysis of the types of cases GSA has handled from 2017 to 2020.
How can you support GSA’s commitment to ethics?

1. Stay informed
   - Keep this presentation as a reference
   - Check out GSA’s Ethics Homepage for more information on policies, resources, and updates

2. Include personalized RISE messages on the agenda when you lead GSA meetings
   - Spend 1-2 minutes reminding participants about RISE
   - Use the RISE SLIDE (see last page) for content ideas or include it in your slide deck or agenda
   - Make a few genuine comments explaining what you see as the value of making sure GSA meetings are respectful and inclusive

3. Participate in upcoming ethics training opportunities
   - RISE Liaison training – This 20-30 minute pre-recorded training module will be distributed before GSA Connects 2021
   - Implicit Bias training – This 2-hour zoom training will take place on 8/4 from 1-3 Central Time (12-2 pm Mountain Time; 2-4 pm Eastern Time). Fill out this Implicit Bias Workshop Planning Form by Friday, 6/18 to let me know if you will participate.
RISE Slide

Let’s make this event respectful and inclusive!

SHOW RESPECT

● Keep questions concise and on topic.
● Be considerate and listen with an open mind.
● Avoid saying or doing anything that is or is likely to be perceived as harassment or bullying.

BE INCLUSIVE

● Demonstrate that you welcome a diversity of individuals and their identities.
● Show that you value differing perspectives.
● Avoid exclusionary comments and behaviors based on any identity-based factors.

SPEAK UP AND ACT RESPONSIBLY

● Report concerns to ethics@geosociety.org or (720) 507-7523.
● Comply with GSA’s Events Code of Conduct.
Questions? Comments?