

Leadership Orientation: Ethics at GSA

June 17, 2021

Nan Stout, Ethics & Compliance Officer



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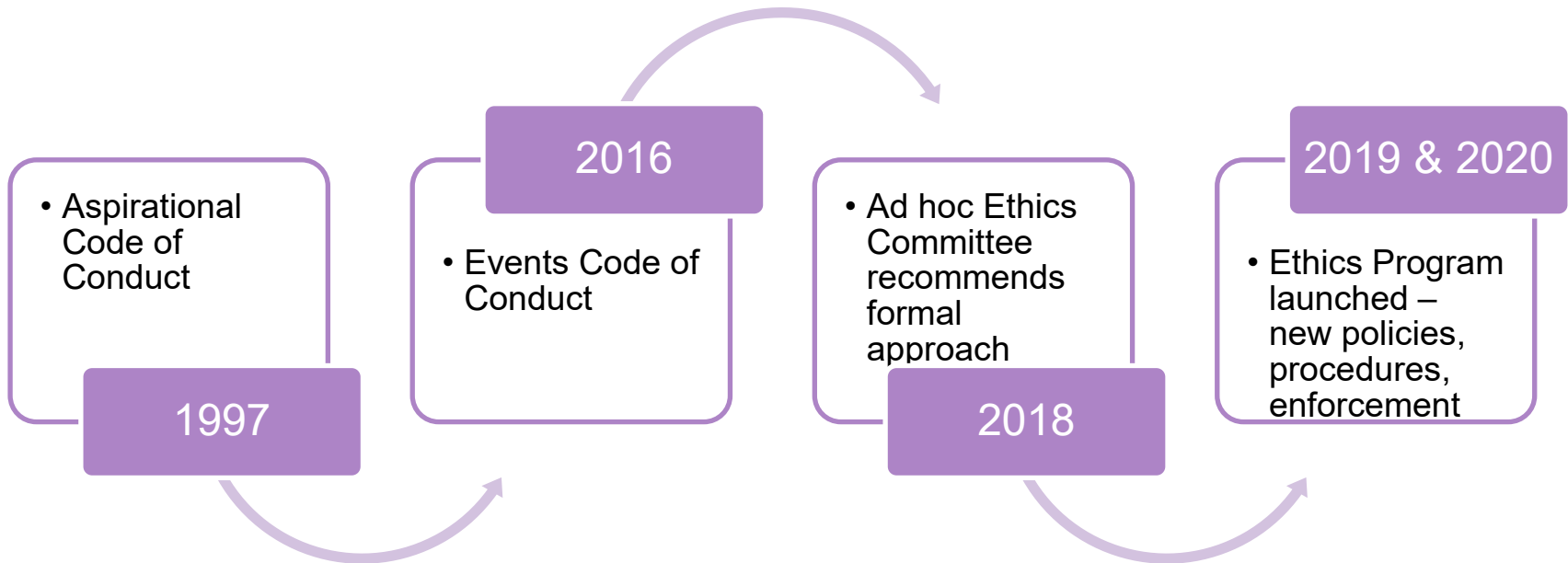
Ethics & Compliance Officer

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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



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 &



- All participants – Members/Non-Members
- Covers all GSA-sponsored events and meetings (including committee meetings)
- Enforceable

What is RISE?



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

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

Ethics Policies - TOPICS

	Code of Ethics	Events Code of Conduct
Specific Member responsibilities: <ul style="list-style-type: none"> • Comply with the Code and related policies; • Cooperate if asked to take part in an investigation of an allegation of a Code violation; and • Will not represent ourselves as a spokesperson for the GSA without express authorization by President and Executive Director 	Yes	No
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**

	Code of Ethics	Events Code of Conduct
Who is covered?	Members only - all professional activities regardless of location	All participants in GSA-sponsored activities
Formal complaint?	Yes	No
Who investigates?	Ethics Committee*	Events Code Committee**
Opportunity to be heard?	Yes	Yes
Confidentiality?	Yes	Yes

*Past Past President, Executive Director, E&C Officer

**President, Executive Director, Director of Meetings, E&C Officer

Ethics Policies –

DECISIONS/ENFORCEMENT/OVERSIGHT

	Code of Ethics	Events Code of Conduct
Final decision maker?	GSA Council	GSA's President and Executive Director
Potential consequences? <i>It varies...</i>	Could range from a reprimand to revoking membership or fellowship status	Could range from a warning to banning someone from current/future GSA events.
Oversight by Council		
Case Tracking	Yes - anonymized	
Reports to Council	Yes – 2x/year	

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?