

Leadership Orientation: *Strengthening our Culture of Integrity*

2023 Version

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Agenda

1. GSA's Ethics Milestones
2. Ethics Program Structure
3. GSA's 2 Main Ethics Policies
4. RISE – Respectful Inclusive Scientific Events
5. Council's Role
6. Appendix
 - RISE slide and talking points
 - Side-by-Side Comparison of GSA's Code of Ethics & Events Code of Conduct

GSA's Ethics Milestones

1997

"Aspirational"
conduct
standards

2016

Events Code
of Conduct

2018

Ad Hoc Ethics
Committee
recommends
more formal
approach

2019
and onward

Ethics Officer
hired to design,
implement, and
lead ethics
program

Ethics Program Structure

We set clear conduct standards

Code of Ethics & Professional Conduct

Events Code of Conduct

Ethical Guidelines for Publishing

We take concerns seriously

Ethics Disclosure Procedures

Easy ways to report alleged violations

Confidential fact-finding process

We enforce violations and apply lessons learned

GSA Council votes on sanctions for proven Code of Ethics violations

GSA Council monitors anonymized case logs to ensure follow up

GSA has 2 main ethics policies (non-publishing)

Code of Ethics & Professional Conduct

- Members and Awardees
- Covers professional conduct everywhere it occurs – even at non-GSA events
- Enforceable “mandatory standards” (Ethics Committee makes recommendations to Council)

Events Code of Conduct

- All participants – Members/Non-Members
- Covers all GSA-sponsored events and meetings (including committee meetings)
- Enforceable (Ethics Officer makes recommendations to President and CEO/Executive Director)

RISE – Respectful, Inclusive Scientific Events



- Drives awareness of Events Code of Conduct using conspicuous RISE posters and slides at all events and meetings
- GSA leaders model our commitment to RISE by
 - Including RISE on their meeting agendas
 - Watching the RISE Liaison training video

Through RISE, we emphasize and normalize the respectful, inclusive behavior needed for all to thrive.

Council's Role

1. Be Informed

- You are responsible for knowing about and overseeing GSA's ethics program
- See GSA's [Ethics Homepage](#) for policies, procedures, and other information
- See the Appendix for a side-by-side comparison of GSA's Code of Ethics and Events Code of Conduct

2. Become a RISE Liaison

- Watch GSA's [RISE Liaison Training video](#) (takes 15 minutes)
- Complete GSA's [RISE Liaison Training Verification Form](#) to certify training completion

3. Include RISE on agenda for your GSA meetings

- Use the RISE slide at the beginning of each presentation (see appendix)
- Make a few genuine comments about why RISE matters (see sample talking points in appendix)

APPENDIX

- RISE Slide (p. 10)
- RISE Talking Points (p. 11)
- Side-by-Side Comparison of GSA's Code of Ethics & Events Code of Conduct (p. 12 – 14)

Be respectful and inclusive!

SHOW RESPECT

- Keep questions concise and on topic.
- Listen and seek to understand.
- Be kind. Critique ideas, not people – no bullying or harassment.

BE INCLUSIVE

- Show that you value diverse people and perspectives.
- Be welcoming – no exclusionary comments based on identity or other irrelevant factors.

SPEAK UP OPENLY OR ANONYMOUSLY

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RISE Talking Points

- I'd like to remind you that GSA's Events Code of Conduct applies to our meeting today.
- GSA is known for its safe, respectful, professional meetings.
- We consistently strive to show respect and consideration for others, listen and seek to understand others' points of view, and treat everyone with dignity and respect.
- We don't expect any issues today but offer the ground rules included on this RISE slide to set a positive tone for our time together. If you have any concerns, I encourage you to let me know right away. GSA also offers several other ways to speak up as noted at the bottom of the slide.

Click [here](#) to learn more about RISE.

Ethics Policies - TOPICS

	Code of Ethics	Events Code of Conduct
Representing GSA as spokesperson- Requires express authorization by President and CEO/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 & Awardees - all professional activities regardless of location	All participants in GSA-sponsored activities
Formal complaint?	Yes – Enforcement Request Form	No, but GSA may require written statement
Who investigates?	Ethics Committee*	Events Code Committee**
Opportunity to be heard?	Yes	Yes
Confidentiality and No-Retaliation?	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 GSA's [2022 Ethics Report](#) for information about last year's activity.

Thank you!

QUESTIONS OR COMMENTS?