

2019 Annual Ethics Report

KEY ACCOMPLISHMENTS

We are proud of the steps GSA is taking to promote an ethical, professional culture in the geoscience profession, where all people are welcomed, supported, and positioned for success. In 2019, we implemented several new or improved policies to guide the behavior of our members and participants at GSA events. A few of the notable achievements include:

- **New Code of Ethics & Professional Conduct.** [This policy](#) for Members includes standards to guard against research misconduct, discrimination, harassment, and bullying;
- **New Policy & Procedures for Handling Potential Ethical Violations.** [This policy](#) explains the rules GSA uses to process ethics complaints alleging that one of our Members has violated the Code;
- **Updated Events Code of Conduct and Respectful Inclusive Scientific Events (RISE) Procedures.** Revamped training for RISE Liaisons to promote safe, inclusive meetings.

In 2019, GSA was selected for the Leadership Council of the Societies Consortium on Sexual Harassment in STEMM (the "[Consortium](#)"), a collective effort of over 100 societies working on model policies and practical tools to advance professional and ethical conduct in science, technology, and medicine.

ETHICS COMPLAINTS

Complaints and Concerns Arising at GSA Events

In 2019, GSA received six complaints about conduct at the GSA Annual Meeting and Section Meetings. GSA investigated and promptly addressed each of these claims.

Complaints Arising Under GSA's Code of Ethics & Professional Conduct and Bylaws

GSA has received seven formal complaints since the GSA Council adopted a formal complaint-handling process in May 2019. GSA's Ethics Committee has met to address all seven cases, and five are still being investigated. The remaining two were withdrawn by the individuals who raised the complaints.

At GSA, we believe having a safe, inclusive, professional culture will lead to better science. In 2020, we plan to step up our focus on culture through several initiatives, including continuing our work with the Consortium, collaborating with [ADVANCEGeo](#) on bystander intervention and other strategies, and forming a task force to learn from our Members.