

2022 ETHICS REPORT

Reporting Period: January 1 to December 31, 2022

The Geological Society of America (GSA) is pleased to provide this Ethics Report as part of our ongoing commitment to fostering a culture of integrity and excellence through our work as a Society and across the geosciences.

GSA continues to embed ethics into the Society's work and culture, proactively training hundreds of leaders, staff, and program participants on expected standards of conduct. GSA's ethics policies serve as the foundation for these efforts and are designed to promote a shared understanding of the behaviors needed to achieve scientific excellence and remove barriers that

prevent full participation in our field and activities. They include GSA's [Code of Ethics & Professional Conduct](#), [Events Code of Conduct](#), and [Ethical Guidelines for Publishing](#).

In the rare instances when complaints are raised, GSA follows a transparent process to ensure that complaints are investigated and addressed appropriately. GSA's governing body, the GSA Council, oversees all ethics matters to ensure that the established procedures are working. Council also decides upon sanctions and disciplinary action when an investigation by our Ethics Committee shows that a member has violated the Code of Ethics.

2022 ETHICS COMPLAINTS

In 2022, GSA received a total of three complaints. The following table shows which policies were implicated and the type of misconduct being alleged

	Interpersonal Misconduct*	Scientific Misconduct	Lie or Omission	Outcomes
Code of Ethics	2	0	1	Found 1 violation** Dismissed 2 complaints
Events Code of Conduct	0	0	0	n/a
Ethical Guidelines for Publishing	0	0	0	n/a

*Includes complaints alleging harassment, discrimination, and/or bullying

**The GSA Council imposed the following sanctions against the offender: permanently revoked status as GSA Fellow; banned them from attending and/or participating in any GSA events or activities for three years.

LOOKING AHEAD TO 2023

In October 2022, the GSA Council approved two policy changes, which took effect in January 2023. First, GSA's Code of Ethics now applies to award recipients who may not be Members of the Society. This change recognizes that awardees, like GSA Members, have a responsibility to meet commonly held standards of professional ethics and scientific integrity, including those set forth in GSA's Code of Ethics.

Second, the GSA Council approved the new Enforcement Policy & Procedures – Code of Ethics. As detailed in this policy, GSA will no longer offer to investigate misconduct unless it occurs at a GSA-sponsored event or activity. Going forward, any Member seeking to enforce the Code of Ethics must submit an Enforcement Request Form with supporting evidence showing that a credible body has issued an adverse finding against a GSA

Member or Awardee. Although GSA will continue to investigate complaints arising at its own events and activities, GSA recognized that it could not effectively investigate claims arising at other institutions or locations outside its control.

In addition to these policy changes, GSA is introducing a new tool to make it easier for event participants to speak up. The new tool will enable participants to report concerns anonymously to a third party by phone or the internet. A third party will maintain a confidential record of all reports to ensure that appropriate follow up occurs.

We encourage you to visit [GSA's Ethics Homepage](#) for more information about our ethics initiatives. Please direct any questions, comments, or feedback to ethics@geosociety.org.