

ISTH Code of Conduct

The International Society on Thrombosis and Haemostasis (“ISTH”) is committed to supporting a productive and safe environment for everyone at ISTH’s meetings, events and activities (collectively referred to as “ISTH events”). ISTH has established this Code of Conduct (the “Code”) to provide guidelines to everyone at ISTH’s events and to ensure that all participants understand what behavior is expected, and what behavior will not be tolerated. ISTH expects participants at ISTH events to follow this Code.

ISTH is dedicated to providing a harassment-free and inclusive experience for everyone at its events. This Code applies at all ISTH events, including events that are in-person, virtual, or a combination of both. It also applies to activity on ISTH’s other online activities and social media networks. Participants asked to stop any harassing behavior are expected to comply immediately.

Who is Bound by this Code?

The Code applies to all ISTH officers, directors, attendees, speakers, exhibitors, sponsors, participants, employees, contractors, volunteers, and guests at ISTH events.

To participate at an ISTH Event – whether in-person or virtually – you agree to adhere to and be bound by this Code.

General Policy

It is the policy of ISTH that all participants in ISTH Events will conduct themselves in a professional manner that is welcoming to all participants, and free from any unacceptable behavior.

Participants agree to treat each other with respect and consideration. While ISTH welcomes dissent and disagreement, such actions should be without personal attack and ISTH’s intention is to create a collegial, respectful, inclusive, and professional environment at ISTH events. Creating a supportive environment to enable scientific discourse at ISTH events is the shared responsibility of all participants.

In line with [ISTH’s Diversity, Equity, and Inclusion Statement](#), adopted by the ISTH Council, harassment and bias-related incidents will not be tolerated.

Unacceptable behavior at ISTH meetings and events includes, but is not limited to, the following:

- Discrimination based on race, age, religion, national origin, gender, gender identity, gender expression, disability, ethnicity, sexual orientation, marital status, nationality, political affiliation, political beliefs, ability status, educational background, or any other protected class, as determined by applicable law.
- Disruptive behavior of any kind.
- Harassment of other participants.
- Bullying, including cyber-bullying.
- Derogatory comments, epithets, slurs or negative stereotyping.
- Threatening, intimidating, or hostile acts.
- Stalking and/or unwelcome attention.
- Statements of a sexual nature.
- Denigrating statements.
- Off-color or inappropriate jokes.
- Written, electronic, or graphic material that shows hostility or aversion toward an individual or group,

whether placed at the site of any or related to any ISTH events, or circulated by email, on the Internet and/or on social media.

This list is not intended to be all-inclusive. Any act, statement, or behavior that causes a participant in an ISTH event to feel uncomfortable or unwelcome may be found to be unacceptable. All decisions are made by ISTH, in its sole discretion.

Online & Virtual Activity Included

Participants are expected to avoid the actions listed above and any other improper conduct, during online networking, text chats, virtual question and answer sessions during an ISTH Event, or elsewhere on an ISTH website or in ISTH related social media.

Acting on and Reporting Unacceptable Behavior

Persons experiencing or witnessing harassment – or wrongful conduct of any kind -- are encouraged to report it by one of the methods listed below and providing as many details as possible.

- Emergency Situation:
 - Remove yourself from the offender's presence, if possible.
 - At an in-person event, contact venue security.
 - When you feel safe, contact a member of the ISTH professional staff.
- For virtual programs, contact ISTH's Headquarters Office via email conduct@isth.org

- Non-Emergency Situation:
 - For in-person events, contact a member of the ISTH professional staff.
 - For virtual meetings, contact ISTH's Headquarters Office email conduct@isth.org

Reports can also be filed by emailing conduct@isth.org

To the extent possible, ISTH will endeavor to keep the reporting concerns and any resulting investigation confidential; however, confidentiality cannot be guaranteed. Reports may be made anonymously, although ISTH can investigate and handle a complaint more effectively if the identities of the persons involved are known.

Follow-Up & Investigation

ISTH's office will receive complaints, initiate an investigation, and take appropriate action. During any given ISTH event, that responsibility may be delegated to an on-site representative.

All reports will be investigated and will be handled confidentially to the extent reasonably possible. ISTH will provide complaints, which have not been already directed to, ISTH's legal counsel. ISTH's legal counsel will review such complaints to determine whether there has been a violation of the Code and provide a report on the complaint to the ISTH Executive Director or the ISTH President if the target of the complaint is the ISTH Executive Director. ISTH legal counsel may further investigate the facts and circumstances reported and recommend disciplinary action, if it is determined with ISTH that an investigation is warranted.

When a report is filed, the individual(s) accused of the violation will be notified of the complaint and informed of the investigation process, within a reasonable time (approximately thirty (30) days) of the initial complaint being filed. This individual will have an opportunity to respond to the complaint and provide input to the investigation, within fifteen (15) days of receiving the complaint.

If an investigation substantiates that a violation of this Policy has occurred, ISTH will determine disciplinary action.

Those who have been accused will be informed of the outcome. Persons deemed to be in violation of the Code will be informed of any actions taken. Those who report an incident and/or were involved will be informed of the outcome unless they request otherwise, or their contact information is not available.

Should either party wish to appeal a decision within thirty (30) days after it is made, they may make an appeal to the President of ISTH who is required to bring the matter to the full Council for review within approximately sixty (60) days after receipt of the appeal.

The ISTH Council may uphold, reject, or adjust the findings or ask for further investigation. The determination of the ISTH Council is final and cannot be appealed.

The Executive Director's Office is responsible for record keeping of complaints and actions.

This policy is for ISTH events. Violations that may have occurred during a non-ISTH-related event should follow the rules of that setting. For example, misconduct between a professor and a student occurring at the university should follow the university's code of conduct even if both individuals are ISTH members.

If the report involves the current President or if the President has a conflict of interest, the Executive Committee, absent the President, will replace the President in this process.

If the report involves the Executive Director, or if the Executive Director has a conflict of interest, the Executive Committee will replace the Executive Director in this process.

Consequences of Unacceptable Behavior

Upon receiving a report of unacceptable behavior, ISTH's first priority will be the safety and security of participants. Sanctions for violating this Code may include:

- A verbal warning;
- Being denied access to the remainder of any ISTH event;
- Barring the offender from future ISTH events;
- Revocation of ISTH membership; and/or
- Notifying law enforcement if it appears that laws were broken.

The action may be time specific, or lifetime based on the severity of the violation.

Retaliation Prohibited

Retaliation against a person reporting in good-faith harassment is also a violation of this Code of Conduct, and will not be tolerated. In addition, any person who is shown to have made a knowingly false or frivolous accusation in a report filed under this Policy will be considered to have violated this Code and may be subject to the disciplinary actions outlined within it.
