



ASBrS Meeting Code of Conduct

The American Society of Breast Surgeons (ASBrS) is committed to providing a professional, safe, productive and welcoming environment for everyone at all ASBrS in-person meetings and social events as well as virtual events. ASBrS expects individuals to uphold the professional and educational purposes of ASBrS and its events by respecting the rights, privacy, safety and dignity of all persons. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, ASBrS staff, service providers and others are expected to abide by this Meeting Code of Conduct. This policy applies to all live ASBrS meeting-related events, including those sponsored by organizations other than ASBrS but held in conjunction with ASBrS events, in public or private facilities or any virtual or online gathering or event that is hosted or sponsored by ASBrS.

Expected behavior

ASBrS expects all participants, staff, guests and vendors at every ASBrS meeting to behave responsibly and professionally. In addition, ASBrS expects participants to comply with the following:

- **Treatment of Others:** Participants must exercise professionalism, consideration, and respect in their speech and actions and must refrain from demeaning, discriminatory, or harassing behavior and speech. Participants who experience or witness harassment are encouraged to report it to ASBrS.
- **Personal Safety and Security:** Participants should alert ASBrS staff if they notice any dangerous, questionable or concerning activity.
- **Responsible Alcohol Consumption:** At many ASBrS networking events, both alcoholic and non-alcoholic beverages are served. ASBrS expects participants at our events to drink alcoholic beverages responsibly. ASBrS and event staff have the right to deny service to participants for any reason and may require a participant to leave the event.

Unacceptable behavior

ASBrS has zero-tolerance for any form of discrimination or harassment, including, but not limited to, sexual harassment by, or of, anyone participating in the meeting. Unacceptable behavior includes, but is not limited to:

- Harassment, intimidation, or discrimination in any form
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, ASBrS staff member, service provider, or other meeting guest.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national

origin, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ASBrS staff member, service provider, or other meeting guest.

- Disruption of presentations at sessions, in the exhibit hall, or at other events organized by ASBrS at the meeting venue, hotels, online or other ASBrS-contracted facilities.

Consequences of unacceptable behavior

ASBrS reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and ASBrS reserves the right to prohibit attendance at any future meeting.

Reporting unacceptable behavior

If you are being harassed, notice that someone else is being harassed, or have any concerns that require prompt assistance, ASBrS asks that you inform ASBrS staff by reporting the incident to contact@breastsurgeons.org or to the Chair of the Ethics Committee so that we can take the appropriate action. The policy may be revised at any time by ASBrS without notice. **In the event of an emergency, please contact local authorities immediately.**

Videography and Photography Policy

General Session: Non-flash photography and audio or video recording using hand-held equipment for strictly personal, social or non-commercial use are permitted if not disruptive as determined by ASBrS. However, recording or streaming presentations in their entirety is strictly prohibited without prior permission of the ASBrS. ASBrS and the authors/presenters (as appropriate) retain copyright to their own work and reserve the right to ask for takedown of copyrighted material, this policy notwithstanding.

Pre-meeting Courses: Photography and video recordings are strictly prohibited.