

Association of Academic Health Science Libraries  
Code of Conduct  
September 30, 2019

As an association, diversity, equity, and inclusion are the threads that strengthen the fabric of our profession and association. The Association of Academic Health Science Libraries Code of Conduct is based on our firm belief in the value of civil discourse and the free exploration of competing ideas and concepts with a fundamental respect for the rights, dignity, and value of all persons. Everyone has the right to professional interaction without fear, intimidation, or belittlement.

AAHSL is committed to providing a safe and equal space for professional participation; an environment that respects everyone regardless of age, disability, ethnicity, gender, gender identity, gender expression, physical appearance, religion, sexual orientation, or other group identity.

AAHSL seeks to provide a meeting environment where our **participants** may learn, network, and enjoy the company of colleagues in an environment of mutual human respect.

We have zero tolerance for hostile or harassing conduct in any form. Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical conduct
- Yelling at or threatening participants and/or speakers (verbally or physically)

All participants in AAHSL sponsored events, meetings, and programming are expected to observe these rules of behavior in all venues, including online venues, and conference social events. Participants asked to stop hostile and/or harassing behavior are expected to comply immediately. Event security and local law enforcement also may be involved based on specific circumstances.

**Participants** and speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language and/or images may be perceived by others.

Conference **participants** violating these rules may be expelled from the conference [without a refund] and forfeit roles on boards or committees at the discretion of the AAHSL Board.

Please contact the AAHSL President or Executive Director if you believe you have been harassed or that a harassment problem exists. The President or Executive Director will consult with the AAHSL Board to determine the appropriate course of action.

A follow up report will be made to **individuals** who report violations to this Statement of Behavior.

Created by:

AAHSL Standing Committee for Diversity, Equity, and Inclusion

Reviewed by:

July 18, 2019: Neville Prendergast

August 2, 2019: Renae Barger, Jeff Williams

August 14, 2019: Tania Bardyn

August 26, 2019: Kelly Gonzalez, Richard Nollan, Jerry Perry, Neville Prendergast, Debbie Rand, Catherine Soehner

September 30, 2019: Judy Cohn, Neville Prendergast, Jean Song, Joe Swanson, Sandra Franklin

## Consulted resources

Association of American Medical Colleges

<https://www.aamc.org/meetings/489514/aamcharassmentpolicy.html>

American Libraries Association Statement of Appropriate Behavior

[http://www.ala.org/conferencesevents/statement\\_appropriate\\_conduct](http://www.ala.org/conferencesevents/statement_appropriate_conduct)

American Medical Informatics Association Code of Conduct

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3555329/>

Critical Librarianship & Pedagogy Symposium

<https://claps2018.wordpress.com/code-of-conduct/>

Medical Library Association Code of Conduct

<https://www.mlanet.org/p/cm/ld/fid=1498>

Special Libraries Association Code of Conduct

<https://connect.sla.org/ac2020/codeofconduct>