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## **OSAP Code of Conduct**

### **Purpose**

OSAP aims to provide a collaborative and constructive learning environment for all members, including clinicians, researchers, educators, consultants, and industry trade professionals. We aim to be inclusive and are committed to providing a friendly, safe and welcoming environment regardless of gender, gender expression, sexual orientation, race, color, religion (creed), age, national origin (ancestry), disability, marital status, or military status. OSAP staff, attendees, speakers, volunteers, media, venue staff, sponsors, or exhibitors, or their employees, subcontractors, or agents are expected to further this goal and ensure a safe and positive conference experience for everyone. This Code of Conduct outlines OSAP's expectations for anyone attending or contributing to an OSAP meeting or educational activity, as well as the consequences for unacceptable behavior.

### **Expected Behavior**

We expect all to abide by this policy in all venues for all meetings or educational activities including ancillary events and official and unofficial social gatherings.

1. Be professional, considerate, respectful of, and collaborative with everyone.
2. Respect individuals' personal space and expectations of privacy.
3. Refrain from demeaning, discriminatory, or harassing behavior and speech.
4. Be mindful of events around you, and alert OSAP staff of any situation which may be dangerous or likely to cause someone distress, even if they seem minor.

### **Unacceptable Behavior**

Unacceptable behavior includes conduct or language that is intimidating, harassing, abusive, discriminatory, derogative, or demeaning towards another individual or group of individuals. OSAP considers unacceptable behavior to include:

1. Gestures, comments, or other conduct intended to target someone or a group of people's race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in a negative or demeaning manner;
2. Inappropriate, unwelcome, or unwanted physical contact;

3. Stalking or following;
4. Comments, actions, or gestures of a sexual nature, including the inappropriate (e.g., non-clinical) use of nudity or sexual images;
5. Conduct intended to intimidate or has the effect of being intimidating;
6. Physical or verbal abuse, including threats, pushing, shoving, or the use of any physical force against another person;
7. Behavior which is abusive, hostile, or demeaning to speakers or participants; and
8. Public intoxication or public drug use.

## **Consequences**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- OSAP officials may take any action deemed necessary and appropriate, including immediate removal from the conference.

## **Reporting Unacceptable Behavior**

Anyone who feels unsafe or threatened should immediately contact 911, approach hotel/venue security staff, or contact the appropriate public authorities. If you are the subject of unacceptable behavior or have witnessed any such behavior during conference events, please contact Michelle Lee, OSAP's Executive Director at M +1 404-944-4824 or [MLee@osap.org](mailto:MLee@osap.org) . For any questions about this policy, please contact Michelle Lee.