

## **ASA Meeting Anti-Harassment Policy and Safety Plan**

The American Society of Andrology (ASA) is committed to providing a safe environment for all attendees, staff, guests, and exhibitors at its Annual Meeting and any other ASA sponsored event or conference. By registering to attend the ASA Annual Meeting, or through your support or other means of participation, you are agreeing to abide by the ASA Anti-Harassment Policy.

### ***Anti-Harassment Policy Addendum***

*Developed by the ASA Ethics Committee and adopted by ASA Board of Directors 10/3/19.*

#### **1. Harassment definition.**

As stated by the Societies Consortium On Sexual Harassment In Science, Technology, Engineering, Mathematics, and Medicine (STEMM), sexual harassment constitutes an obstacle to excellence that must be banished. Sexual harassment includes gender harassment, hostile environment created by inappropriate behaviors, sexual assault and any other discrimination on the basis of sex or gender, and any form of retaliatory harassment.

#### **2. ASA Anti-Harassment Policy.**

The American Society of Andrology (ASA) is an inclusive community dedicated to supporting andrology research, education and clinical practice through outstanding science and collegial annual meeting. To provide an optimal professional environment to its members, the ASA aspires to i) promote scientific discoveries and clinical practice with respect of integrity, ii) foster education and career development, iii) increase diversity and equity among ASA members, and iv) sponsor a collegial and harassment-free networking atmosphere. To nurture the latter point, the ASA enjoins all ASA members and participants to ASA events to apply the following Anti-Harassment Policy:

All ASA members and ASA event participants should be conscious of their surroundings. They are expected to be respectful in their speech and actions, and to abjure humiliating, discriminatory, or harassing conduct/communication.

The ASA proscribes any unacceptable behavior, which includes but is not limited to:

- Intimidating, abusive, derogatory, harassing, demeaning, retaliation, reporting false declarations or aggressive speech or actions by any ASA member and participants during the ASA annual meeting and all related events, as well as during one-on-one communications carried out in the context of ASA.
- Prejudicial verbal/written/visual comments or images related to gender, gender identity, sexual orientation, ability, ethnicity, race, color, age, marital status, veteran status, socioeconomic status, religion, appearance, or other personal characteristics.
- Unwelcome or uninvited contact, including advances of verbal, nonverbal or physical nature, physical assault, threat of professional or financial damage or harm, and unwelcome sexual advances.

Please note that exhibitors, including sponsor and vendor booths, are also subject to the Anti-Harassment Policy.

#### **3. Situation of non-respect of the Anti-Harassment Policy**

In alignment with other professional societies, unacceptable behavior will not be tolerated, and appropriate actions will be taken as necessary.

#### **How to report harassment occurring at any ASA related event?**

Any ASA meeting attendee or participant who experiences harassment is encouraged to immediately notify the alleged harasser that the behavior is unwelcome. If the person is unaware that their conduct is inappropriate, simply advising them may be sufficient to prevent this from recurring. If the discussion with the alleged

harasser does not correct the problem, or if the complainant is not confident with such an approach, the complainant is encouraged to report to the ASA Meeting Management Staff or to the meeting organizers.<sup>1</sup>

### **How to report criminal activity at any ASA related event?**

If suspected criminal activity has occurred, the complainant is encouraged to contact the local police department and the ASA Meeting Management Staff.

### **Confidentiality**

It is encouraged that anyone witnessing or experiencing harassment write down the details, which may be requested to produce a report. Upon request and in accordance with the law, the complaint will be kept confidential; relevant information will only be shared as needed with ASA members directly involved in investigating the complaint (see section “Investigations and disciplinary processes”). All complaints of harassment will be taken seriously and will be thoroughly investigated with discretion.

### **Investigations and disciplinary processes**

Once a complaint of harassment is received by the ASA Meeting Management Staff, an impartial investigation committee composed of ASA Board of Directors members, and members of the ASA ethical committee will initiate investigation. The investigation committee will read the written reported facts from the complainant and potential witnesses, inform the alleged offenders of the complaint, and give the alleged offender an opportunity to address and respond to the complaint. The investigation committee will make recommendations to the ASA president and ASA Board of Directors to make a disciplinary decision. If suspected criminal activity has occurred, the complainant will be directed to contact the local police department.<sup>2</sup>

Note that the ASA will not tolerate false declarations nor any form of retaliation against persons who report or witness harassment complaints. Retaliation and false declarations being a transgression of the ASA anti-harassment policy, it is subject to disciplinary action.

### **Consequences of non-respect of the Anti-Harassment Policy**

Transgression of the Anti-Harassment Policy during any ASA related event could result in verbal and written warning, exclusion from the event—with or without refund of fees—and to ASA membership suspension depending on the gravity of the harassment. This policy covers harassment and discrimination by or toward all ASA attendees and participants, including scientists, clinicians, patients, students, guests, exhibitors, event staff, volunteers, vendors, venue staff, and contractors.

[Click here to report a concern or violation of our Code of Ethics](#)

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<sup>1</sup> Complaints related to harassment may also be directly reported to the HHS Office for Civil Rights (<https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>). Filing a complaint with the ASA is not required before filing a complaint with the HHS Office of Civil Rights. NIH can be notified directly about concerns of harassment on the Anti-Harassment Portal (<https://public.era.nih.gov/shape/public/index.era>).

<sup>2</sup> If the harassment is substantiated by witnesses at the time of reporting, the offender will be removed from the meeting immediately.