

Anti-Harassment Policy for USCAP & Division Meetings & Activities



UNITED STATES AND CANADIAN
ACADEMY OF PATHOLOGY

Preface

The United States and Canadian Academy of Pathology (“USCAP”) Ethical Position states:

USCAP is committed to providing a safe working and learning environment and to protecting the rights, dignity, and well-being of its members and program attendees. The Academy subscribes to a zero-tolerance policy regarding discrimination in any form, sexual misconduct, harassment, violence, and unethical behaviors. Safety and welfare are of paramount importance at the heart of USCAP’s core values. USCAP leadership and educators are held strictly accountable to the Academy’s ethical standards. Anyone who feels that these standards have been violated is encouraged to report misconduct immediately and directly to USCAP staff or the Executive Vice President.

Consistent with this position, the USCAP Board of Directors has approved the following anti-harassment policy.

Statement of Policy

It is the policy of the United States and Canadian Academy of Pathology that all participants in Academy activities will enjoy an environment free from all forms of discrimination, harassment, and retaliation. As a professional society, USCAP is committed to providing a safe working and learning environment and to protecting the rights, dignity, and well-being of its members and program attendees. USCAP is dedicated to the philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or any other reason not related to scientific or medical merit. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of Academy meetings. Violators of this policy will be subject to discipline.

Definition of Sexual Harassment

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexually harassing conduct can be by a person of either the same or opposite sex. Sexually harassing conduct need not be motivated by sexual desire to be in violation of this policy. Behavior and language that are welcome/acceptable to one person may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others. This is especially important for those in positions of authority since individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behavior.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with work effectiveness. The following are examples of behavior that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; sexually explicit jokes; unnecessary touching.

Definition of Other Harassment

Harassment on the basis of any other protected characteristic is also strictly prohibited. This conduct includes, but is not limited to the following: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

Harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive, or hostile environment or that interferes with an association member’s participation at Academy events and programs. Such conduct constitutes harassment when (1) submission to the conduct is made either an explicit or implicit condition of employment, association membership, hiring, training, mentorship, ambassador programs, journals, or companion societies; (2) submission or rejection of the conduct is used as the basis for a decision of employment, association membership, hiring, training, mentorship, ambassador programs, journals, or companion societies; or (3) the harassment interferes with an association member’s participation, membership, or creates an intimidating, hostile, or offensive environment.

Harassing conduct can take many forms and may include, but is not limited to, the following: slurs, jokes,

statements, tattoos, gestures, assault, impeding or blocking another's movement or otherwise physically interfering with normal work or participation, pictures, drawings, or cartoons, violating someone's "personal space," foul or obscene language, leering, stalking, staring, unwanted or offensive letters or poems, offensive email, texts or voicemail messages.

Scope of Policy

This policy applies to all attendees at Academy activities, including members, guests, staff, contractors, and exhibitors, whether they are participating in sessions, tours, or social events of any USCAP or Division meeting or other activity.

Reporting and Investigating Complaints

The Academy understands that victims of harassment are often embarrassed and reluctant to report acts of harassment for fear of being blamed, concern about being retaliated against, or because it is difficult to discuss sexual matters openly with others. However, no association member or guest should have to endure harassing conduct, and the Academy therefore encourages association members and guests to promptly report any incidents of harassment so that corrective action may be taken.

Any incidents of harassment, involving any Academy employees, association members, committee members, Academy leadership, or any other person associated with the Academy, should be reported immediately to the Executive Vice President (EVP) or his/her designee, who is responsible for receiving harassment complaints and initiating the investigatory process. If the complainant is uncomfortable reporting the incident to the EVP or his/her designee, for any reason, the complainant may report the incident to any other member of the Board of Directors or a management employee of USCAP.

The Academy has adopted formal procedures for receiving and investigating complaints of harassment as well as for the administration of discipline in the event of a violation of this Anti-Harassment Policy. Please refer to the USCAP Procedure for Receiving and Investigating Harassment Complaints and for Administration of Discipline for more information.

Retaliation Is Prohibited

USCAP will not tolerate any form of retaliation against persons making a good faith complaint of harassment or for cooperating in the investigation. If harassment or retaliation in violation of this policy is established, the Academy will take corrective action. Corrective action may include, for example: training, referral to counseling, or disciplinary action ranging from a verbal or written warning to termination of association membership, depending on the circumstances.

Corrective Action

Individuals engaging in behavior prohibited by this policy as well as those making allegations of harassment in bad faith will be subject to corrective action. Such actions range from a verbal or written warning to ejection from the meeting or activity in question without refund of registration fees, and the reporting of the objectionable behavior to the accused's employer. Offenders may be subject to further disciplinary action, such as being banned from participating in future Academy meetings or other activities. The Board is granted the right in the Bylaws to terminate the membership of any member and may expel a member for violating this policy, if the Board, in its discretion, determines such measures are necessary. Additionally, the Board may, in its discretion, determine that certain violations of this policy are so egregious as to permanently disqualify an individual from USCAP membership and/or from attending any Academy functions or events.

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