



<b>CODE OF CONDUCT POLICY</b>	
FOR EXTERNAL USE	
Reviewed: 03/2024	Approved: 03/2024

## Purpose

To describe the Association of Neurovascular Clinicians (ANVC) accepted standards of behaviour, as well as ANVC's responsibilities and possible actions that may be taken in the event of a breach of this policy.

## Objective

The ANVC is committed to ensuring a safe, respectful and healthy space for all members engaging in both online and in-person events and activities.

## Scope

This policy applies to all members, employees, contractors/sub-contractors, invited guests, volunteers and affiliates of the ANVC, regardless of rank or length of service/membership.

## Policy

### DIVERSITY

The ANVC is dedicated to creating an equitable environment that welcomes and respects diversity. The ANVC therefore welcomes all members, regardless of age, culture, ethnicity, race, gender identity and expression, sexual orientation, marital or parental status, language, religion, political beliefs, physical appearance and abilities, and socio-economic status. The ANVC is equally committed to ensuring diversity amongst our leadership (Board of Directors, Committee Members), and webinar, course, and conference speakers.

It is expected that all members will be respectful and appreciate different cultural practices, attitudes, and beliefs within our community. This includes being aware of preferred titles and pronouns, using a respectful tone in written and spoken interactions and being open to learning from, and educating yourself and others. Discrimination for any reason will not be tolerated.

### BULLYING AND HARASSMENT

Bullying and harassment is against ANVC's core values and will not be tolerated in any form, at any level of the organisation, either online or in-person. Bullying and harassment may be verbal, physical, visual or psychological and include:

- Behaviour that deliberately creates or reinforces an inequity of power, such as racial slurs, misogyny or other demeaning behaviours/comments
- Comments regarding a person's lifestyle choices and practices

- Sexual images, comments or behaviours, including unwanted physical contact or attention
- Deliberate intimidation, stalking or following
- Inappropriate photography or recording
- Physically aggressive, violent or bullying behaviours, including all forms of cyber-bullying
- Unconstructive criticism, withholding information, coercion, isolation, sarcasm, continuous interruption
- Advocating for, or encouraging, any of the above behaviour/s

## THE RESPONSIBILITY OF THE ANVC

The ANVC recognises that some inappropriate comments or behaviours are made without malice and are accidental. However, when made aware of a complaint, the ANVC will quickly take appropriate steps to mitigate the behaviour. This includes listening to and investigating the complaint as required. The ANVC will assist parties to resolve any conflicts themselves, making sure all parties are heard, while ensuring the complainant is not victimised.

The ANVC requests that all members who feel unsafe, have suffered bullying or harassment or feel that they have been discriminated against, contact ANVC via the [info@anvc.org](mailto:info@anvc.org) email or speak to an ANVC Board or Committee member.

## ACTIONS

If required, the ANVC will take actions as deemed appropriate to match the circumstances. Actions may include the following:

- A request for the member to cease the behaviour
- Monitoring the behaviour
- Expulsion from an in-person event or disconnection from an online event (without refund)
- Suspension or termination of membership
- Reinforcement from law officials