

CODE OF CONDUCT

The Society for Maternal-Fetal Medicine is committed to ensuring a safe and welcoming environment for all participants at SMFM Meetings.

We expect all participants to abide by this Code of Conduct in all SMFM Meeting venues including ancillary events and official and unofficial social gatherings, both in person and in virtual settings.

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Respect the wishes of presenters, sponsors, and attendees who, either through verbal expression or through notation on the virtual program, have not granted the sharing of presentations, images, chat interactions, or materials on social media channels or other platforms.
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Unacceptable behaviors include:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant during an SMFM meeting, in all related events and in one-on-one communications carried out in the context of the meeting;
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability or personal characteristics;
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- deliberate intimidation, stalking, or following;
- harassing photography or recording;
- sustained disruption of talks or other events;
- presentations, postings, and messages containing promotional materials, job offers, or solicitation for services, unless pre-approved by SMFM. SMFM reserves the right to remove such messages and instances of unauthorized solicitations;
- Capturing video, audio, or photography of slides, exhibitor/sponsor interactions, or presentations without the presenter/author's permission;
- Capturing video, audio, or photography of chat interactions with fellow attendees without that attendee's permission;
- unwelcome and uninvited attention or contact;
- physical assault (including unwelcome touch or groping);
- real or implied threat of physical harm;
- real or implied threat of professional or financial damage or harm.

IF YOU ARE BEING HARASSED, NOTICE THAT SOMEONE ELSE IS BEING HARASSED, OR HAVE ANY OTHER CONCERNS, PLEASE CONTACT A MEMBER OF THE SOCIETY FOR MATERNAL-FETAL MEDICINE STAFF IMMEDIATELY. Staff can be identified by badge ribbons in-person and in the mobile event app. To report an incident, you may also contact Nneka St. Gerard, Chief Strategy Officer, at 202-644-9178 or nstgerard@smfm.org. Reports and names are confidential.

The Executive Committee of the Society is informed of all formal and/or reported grievances.

Consequences of Unacceptable Behavior

Unacceptable behavior from any participant at SMFM meetings including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff and anyone with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. Repeated or serious violations of this policy will result in your being asked to leave the meeting immediately without a refund. Egregious violations will result in more severe sanctions.