

Code of Conduct for MSA-Sponsored Events and Activities

Approved by MSA Council on 21 September 2019

Phoenix, Arizona, USA

All MSA members and other participants are expected to be professional, courteous, and fair when attending MSA-sponsored events. MSA members and other participants will not engage in discrimination, bullying, or harassment, including sexual harassment¹. They will strive to maintain an environment that is respectful, inclusive, and equitable in all their interactions with others. This policy applies to interactions with both MSA members and non-members at all MSA-sponsored events and activities.

Examples of unacceptable behavior include, but are not limited to:

- Offensive remarks, comments, jokes, slurs, threats, or verbal conduct;
- Offensive pictures, drawings, photographs, figurines, writings, or other graphic images, conduct, or communications, including text messages, instant messages, websites, voicemails, social media postings, e-mails, faxes, and copies;
- Sexual harassment, which includes unwanted and/or unwelcome sexual remarks, sexual advances, requests for sexual favors and other harassment of a sexual nature;
- Unwanted and/or unwelcome physical conduct, including touching and gestures.

Unacceptable behavior should be reported to the MSA Executive Director, or his or her designee (on-site event organizer(s), member of MSA leadership, or MSA staff). MSA event organizers, staff, leadership, security, or law enforcement personnel will take immediate necessary and appropriate action in response to a complaint. MSA members and other participants agree to fully abide by the on-site decisions and directives of MSA.

Formal complaints should be communicated to MSA leadership via email to inquiry@minsocam.org. The MSA Council has the authority to investigate and adjudicate such complaints on its own, or may, in its sole discretion, choose to refer the complaint to an independent organization for mediation, investigation, or adjudication. MSA members and participants agree to resolution of such complaints in the manner prescribed herein which shall be the exclusive manner for resolution of such disputes. The resolution of any such dispute shall occur in Fairfax County, Virginia, USA regardless of where the conduct occurred. If any party brings a legal action pursuant to this Code of Conduct, any disputes arising from such action shall be resolved in the Courts located in Fairfax County, Virginia, USA to which the parties submit to personal and exclusive jurisdiction.

Individuals found responsible for violating this policy may be subjected to appropriate sanctions as decided by the MSA Council, which could include prohibition from attending future MSA-sponsored events and/or removal from MSA's membership without refund.

1. Discrimination is the unequal or unfair treatment of individuals. It can be explicit or implicit. Bullying involves the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others and involves a real or perceived power imbalance. Harassment is defined as unwanted, unwelcome, demeaning, abusive, or offensive behavior that is sufficiently severe and/or pervasive to have the effect of interfering with a reasonable individual's ability to fully participate in MSA activities and events.

Receipt of the MSA Conduct Policy

I have received a copy of the Mineralogical Society of America's Conduct Policy. I understand that I am responsible for reading the policy and procedures contained therein.

I agree to abide by the policy and procedures. I understand that the policy and procedures may be added to, deleted, or changed by the organization at any time.

If I have any questions regarding the content or interpretation of the policy or procedures, I will bring them to the attention of MSA in accordance with this policy.

Name _____ Date ____/____/____