

PROFESSIONAL CONDUCT POLICY

Adopted 09/20/2024

PURPOSE AND INTENT

To define and outline policies for professional conduct within the Society, whether at the Annual Meeting, in publications, or during regular Society business and activities.

POLICY

The Society is committed to providing a safe and productive environment for everyone involved in the Society and its activities; consequently, ASRS expects members and participants to act professionally and with integrity at all times when participating in Society events, whether in-person or online. Ethical and professional conduct advances the mission of our Society.

Responsibilities of the Society:

- Foster and maintain a secure, inclusive, and professional atmosphere for learning, performing, and sharing scientific work with transparency, integrity, and respect
- Provide professional service to all without bias or conflict of interest
- Act or intervene where possible to prevent professional misconduct
- Prohibit intimidating, threatening, or harassing conduct during Society-sponsored activities

In the Society, professional conduct is defined as:

- Engaging in open discussion and debate of ideas while maintaining professional behavior
- Adhering to standards of scientific integrity
 - Plagiarism will not be tolerated. This pertains to Annual Meeting submissions, submissions to ASRS publications (*Reclamation Sciences* and *Reclamation Matters*), webinar presentations, and/or any other materials shared within the Society in-person or online.
 - We expect all submissions to ASRS to be original work produced by the corresponding author. The use of AI to produce materials submitted for the Annual Meeting, ASRS publications (*Reclamation Sciences* and *Reclamation Matters*), webinar presentations, and/or any other materials shared within the Society in-person or online will not be tolerated.

- All ASRS members and participants should accurately represent their expertise when participating in the Annual Meeting and other events organized by the Society and when submitting work to be included in the Annual Meeting, ASRS publications (*Reclamation Sciences* and *Reclamation Matters*), webinar presentations, and/or other Society events.
- Treating others equitably and with respect. This includes refraining from harassment and/or discrimination.
 - Discrimination: The act of treating someone differently, generally less favorably than others, based on protected characteristics, including race, color, religion, sex/gender, sexual orientation, pregnancy, national origin, age, or disability.
 - Harassment: Unwelcome conduct that is based on race, color, religion, sex/gender, sexual orientation, pregnancy, national origin, age, or disability. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued involvement, or 2) the conduct is severe or pervasive enough to create a professional environment that a reasonable person would consider intimidating, hostile, or abusive. (U.S. Equal Employment Opportunity Commission, <https://www.eeoc.gov/harassment>)

If you are being harassed, notice someone else being harassed, or have any other concerns, please contact ASRS and/or local meeting committee members, who can work with appropriate Society leadership to resolve the situation. We value a participant's attendance and want to make their experience as safe, productive and educational as possible. We look forward to all guests enjoying participating in ASRS meetings.

Consequences

- Any suspected professional misconduct, including discrimination, harassment, or bullying shall be reported to the ASRS President or an NEC member. The NEC will discuss and address the report.
- Participants asked to stop engaging in professional misconduct are expected to comply immediately. Participants violating these rules may be asked to leave Society functions immediately, forfeiting all fees paid for registration and/or admittance to a ASRS-sponsored event, and may be removed as a member and/or barred from participating in future ASRS events.
- Members and participants shall not fear retaliation against complaints and any individual enacting retaliation against reporting may be removed as a member and/or barred from participating in future ASRS events.

This policy applies to all participants in Society activities, members and non-members alike.