**Kentucky Academy of Science Code of Ethics**

The Kentucky Academy of Science (KAS) has adopted a Code of Ethics to foster a culture of integrity and excellence. KAS is committed to providing a safe and productive environment that fosters open dialogue and the exchange of scientific ideas, promotes equal opportunities and treatment for all participants, and is free of harassment and discrimination. This Code is designed to guide members by including minimum standards of ethical professional behavior. This document does not outline every potential circumstance; members of KAS are expected to comply with both the letter and the spirit of the Code of Ethics.

This Code of Ethics applies to all KAS members as a condition of joining and continuing their membership with KAS. It applies to all KAS-sponsored meetings, events and workshops, and the policies herein apply to all attendees, speakers, exhibitors, staff, volunteers, and guests. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated at all times.

Members of the Kentucky Academy of Science should:

* Act professionally and with integrity.
* Present professional work and reports without falsification or fabrication of data, misleading statements, or omission of relevant facts.
* Accurately cite authorship, acknowledge the contributions of others, and not plagiarize.
* Treat others with respect and courtesy.
* Promote a welcoming culture of inclusivity, equity, safety, and respect where all members have an equal opportunity to participate and contribute.
* Provide a professional, ethical tone through your words and actions.
* Follow all venue rules at meetings and events.
* Alert a KAS Board member of any dangerous situations or anyone in distress.
* If it is safe for you to do so, speak up when you see a possible violation of the Code of Ethics or related policies. If it is not possible for you to speak up in that moment, or you do not feel comfortable doing so, report your concerns to a member of [the KAS Governing Board](https://www.kyscience.org/meet_the_governing_board.php).

KAS does not tolerate any form of bullying, discrimination, or harassment based on academic/professional discipline, race, ethnicity, color, national origin, ancestry, sex, creed, religion, age, genetic information, sexual orientation, gender identity or expression, disability, veteran status, marital status, medical condition, pregnancy, education, class, political affiliation, parental status, or any legally protected characteristics. In moderating sessions at meetings, members of KAS are expected to reinforce the values in this Code of Ethics, including ensuring inclusive and respectful discussions. Speakers and attendees of meetings are expected to uphold standards of scientific integrity and professional ethics.

Examples of prohibited conduct include, but are not limited to, the following behaviors:

* Unwelcome or offensive comments or gestures, including yelling, name-calling, epithets, slurs, teasing, shaming, and stereotyping;
* Distribution, display, or discussion of inappropriate written or graphic material or material that denigrates, insults, or shows hostility or disrespect toward an individual or group;
* Unwanted touching, pinching, patting, grabbing, brushing against, or poking another person’s body;
* Unwanted sexual advances or propositions, including requests for sexual favors accompanied by implied or overt threats concerning;
* Criminal behavior, including physical assaults, rape, sexual battery, and molestation;
* Making belittling or derogatory remarks (e.g., insults, epithets, and/or teasing);
* Making false, biased, or unwarranted claims about another scientist, student, or professional colleague with the intent or effect of injuring the individual’s reputation or professional opportunities;
* Unnecessarily disrupting or heckling professional talks and poster conversations;
* Belittling or undermining an individual’s scientific activity and career; and
* Excluding or isolating someone by withholding information or otherwise preventing access to opportunities, such as training, grants and fellowships, and meeting attendance.

If you would like to report an alleged violation of this Code of Ethics, submit an official complaint to the Executive Director of KAS at <mailto:executivedirector@kyscience.org>. Should the violation involve the Executive Director, a member of the governing board should be contacted. All complaints must be made in “good faith,” meaning that you must have a reasonable factual basis for the allegations in the complaint. KAS will not tolerate complaints that are made in bad faith. KAS prohibits retaliation against anyone who makes a good-faith complaint alleging a violation of the Code of Ethics. This means KAS will not tolerate intimidation, threats, or other adverse action against someone for making a good-faith complaint. Penalty for failing to adhere to the KAS Code of Ethics will vary based upon the severity of the violation, including up to permanent removal of membership in the KAS or banning participation in any KAS events.