

Ethical Conduct Policy

Purpose

The Sleep Research Society (SRS) Ethical Conduct Policy is intended to advance the mission of the Society through the open and honest communication of research and exchange of ideas; to promote equality of opportunity and treatment for all members; to assure appropriate accessibility of accurate and reliable information to colleagues, policy makers, and the public; and to encourage the effective professional development of researchers in sleep and circadian science.

The SRS is dedicated to providing a safe, hospitable, and productive environment for everyone participating in SRS activities regardless of gender, race, ethnic or national origin, religion, age, marital status, pregnancy or parental status, sexual orientation, gender expression, disability status, physical appearance, socioeconomic level, or other protected status. The SRS acknowledges that effective communication requires that we treat each other with respect and courtesy in face-to-face, written and electronic interactions and that we respect the intellectual property of our colleagues.

Policy Statement

To promote high standards of ethical and professional conduct and to ensure an environment that encourages the free expression and exchange of scientific ideas, the Policy prohibits Society Members from engaging in the conduct listed below. Society Members engaging in these behaviors are in violation of the Policy, whether the conduct is intentional or unintentional, or implicit or explicit. This Policy pertains to all Society Members engagement in Society-associated activities.

Discrimination: treatment of an individual or group based on gender, race, ethnic or national origin, religion, age, marital status, pregnancy or parental status, sexual orientation, gender expression, disability status, physical appearance, socioeconomic level, or other protected status that results in unfair, unequal, or differential professional opportunities or benefits.

Harassment: conduct that involves unwelcome or unwanted, or persistent offensive, denigrating, or hostile behavior that is directed toward a person or group based on gender, race, ethnic or national origin, religion, age, marital status, pregnancy or parental status, sexual orientation, gender expression, disability status, physical appearance, socioeconomic level, or other protected status. Harassment can be manifested by, but not limited to, verbal or written abuse such as slurs, epithets, denigrating jokes, abusive direct messaging online, or negative stereotyping; and by non-verbal behavior such as obscene

gestures or the display of denigrating or insulting written or graphic materials.

Sexual Harassment: a particular type of harassment that includes unwelcome conduct such as sexual advances, requests for sexual favors or dates, remarks about an individual's appearance, discussions, remarks or jokes of a sexual nature, and/or other verbal or physical harassment of a sexual nature. Sexual harassment can also include non-verbal behavior such as unwanted physical contact or violations of personal space that are of a sexual nature. Behavior involving "quid pro quo" offers of professional opportunities or the creation of a hostile professional environment are examples of sexual harassment, but many other examples exist.

Bullying: unwelcome or unreasonable verbal or non-verbal behavior by an individual or group that demeans, intimidates, humiliates, abuses, or sabotages the work of people and causes physical or emotional harm in a professional environment. Bullying behavior is most often aggressive, persistent, and part of a pattern, but it can also occur as a single egregious incident. Bullying often involves abuse of professional or supervisory authority or position. Exercising appropriate authority, directing the work of others pursuant to their job responsibilities, an honest error, and respectful scientific debate over differences of opinion are not considered bullying behavior.

Pursuing research subjects/theories or reaching research conclusions that may be offensive to others is not a violation of this Policy; others may pursue counter-research and reach counter-conclusions. In the pursuit of science, individuals have the freedom to disagree with or dispute wider community-held positions.

The SRS expects Society Members to fully comply with the guidelines set forth in this Policy. Society Members' continued participation in SRS programs is contingent on continued compliance with this policy.