**SACME Code of Conduct**

SACME is committed to upholding equity, diversity, and inclusion.

SACME members will uphold [SACME’s Vision, Mission, and Guiding Principles](https://www.sacme.org/mission) and abide by the Bylaws, policies, and procedures.

All SACME members, irrespective of membership type, role, or jurisdiction in which they live or work, and SACME participants, including but not limited to volunteers, speakers, exhibitors, partners, attendees, and staff, of SACME activities and meetings are expected to conduct themselves in accordance with this SACME Code of Conduct.

SACME members and participants will:

1. Treat individuals with respect, civility, and professionalism and uphold SACME’s commitment to equity, diversity, and inclusion in its activities. Demonstration of lack of professionalism including, but not limited to, harassment, intimidation, and/or violence of any kind among SACME members and participants at any SACME-related activity is prohibited.
2. Foster an environment where diverse perspectives are encouraged and valued and where interactions engender trust, confidence, and performance excellence through mutual cooperation.
3. Act with integrity and fairness and be impartial and objective in making decisions; conduct must be free from competing self-interest, prejudice, and favoritism.
4. Conduct oneself in a truthful manner, including academic honesty in the development and dissemination of scholarly works.
5. Take responsibility for decisions that one makes or fails to make.
6. Disclose any conflicts of interest and recuse oneself from engaging in SACME activities when a conflict of interest is present and/or would unfairly benefit oneself, one’s employer, or others.
7. Act, support, respect, and abide by the appropriate policies, standards, and laws.
8. Be responsible with any SACME resources, including intellectual property and SACME data, entrusted to them; adhere to established SACME protocols regarding use of SACME data, development/implementation of research/surveys on and/or to SACME members, distribution of SACME materials and information, and dissemination of SACME members’ contact information.
9. Avoid making any statement on behalf of SACME or purporting to represent SACME through any public medium, including digital social media, unless authorized to do so by SACME; members must reject and not make any offer of bribery or unethical inducement.
10. Pay any fees, including membership, registration, and/or exhibitor fees, on a timely basis.

**Violations of SACME Code of Conduct and Recourse:**

If you experienced or feel you observed any behavior that is not consistent with our Code of Conduct, please contact one of the SACME officers or your [Regional Representative](https://www.sacme.org/sys/website/?pageId=1859743). All reports will be investigated. Confidentiality will be maintained as much as possible. Actions may include informal communication (“coffee cup conversation”) and/or other efforts to increase awareness, and/or authority interventions as described in Hickson et al (Acad. Med., 2007, 82:1040-1048). Individuals may appeal any disciplinary actions by submitting a written appeal to the SACME Board of Directors.