



## **ORS MEETING ATTENDEE POLICY**

approved August, 2021

### **1. Purpose**

The ORS aims to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion.

This ORS Code of Conduct outlines our expectations for all those who participate in ORS meetings and activities, as well as the consequences for unacceptable behavior.

We expect all participants in ORS meetings and activities to create safe and positive experiences for everyone.

"Participant" in this policy refers to anyone present or participating in an official ORS program, meeting, or event, including staff, volunteer leaders, contractors, vendors, exhibitors, venue staff, members, and all attendees.

### **2. Expected Behavior**

**We expect all participants at ORS meetings and activities to abide by this ORS Code of Conduct**

- Exercise consideration and respect in your speech and actions
- Refrain from demeaning, discriminatory, or harassing behavior and speech
- Be mindful of your surroundings and of your fellow participants

### **3. Unacceptable Behavior**

Unacceptable behaviors include:

- intimidating, harassing, abusive, discriminatory, or demeaning speech or actions by any participant
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics
- inappropriate use of nudity and/or sexual images
- deliberate intimidation, stalking or following
- sustained disruption of talks or other events
- unwelcomed physical contact

#### **4. Consequences of Unacceptable Behavior**

Unacceptable behavior from any participant at an ORS meeting or activity including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority may lead to disciplinary actions.

If a participant engages in unacceptable behavior, ORS may take action they deem appropriate, including removal from ORS meeting or activity (without refund) at which the unacceptable behavior occurred. Egregious violations will result in more severe sanctions.

#### **5. Immediate threat to safety**

In the event of an immediate threat to safety at an ORS event, please contact security at the facility immediately or call the local police, 911.

ORS may take immediate action when any unacceptable behavior is on-going.

#### **6. Acting on a Report of Unacceptable Behavior**

Once something is reported to a staff member the complainant will be required to fill out a form and the form will be shared with the accused to ensure due process.

ORS may determine to investigate anonymous complaints in their sole discretion.

#### **How to report unacceptable behavior**

To report unacceptable behavior as a bystander or a victim.

1. Please submit your complaint by using the following online form, <https://ors.memberclicks.net/conduct>
2. Complaints can be submitted anonymously however the information submitted may not be sufficient to conduct an investigation.

#### **GENERAL INFORMATION**

The materials presented at the Annual Meeting of the Orthopaedic Research Society have been made available by the Orthopaedic Research Society for educational purposes only. The material is not intended to represent the only, nor necessarily best, method or procedure appropriate for the medical situations discussed, but rather is intended to present an approach, view, statement or opinion of the faculty, which may be helpful to others who face similar situations. The Orthopaedic Research Society disclaims any and all liability for injury or other damages resulting to any individual attending the meeting and for all claims, which may arise out of the use of the techniques demonstrated therein by such individuals, whether these claims shall be asserted by physician or any other person. No reproduction of any kind, including audiotapes and videotape, may be used in any portion of the ORS Annual Meeting. The ORS reserves all of its rights to such material, and commercial reproduction is specifically prohibited.

#### **NO FILMING/RECORDING PERMITTED**

The authors presenting their work at the ORS own the rights to their work. In an effort to protect their work and intellectual property we do not permit photography or recording of any kind (cell phone, camera, video recorder, etc.) of a scientific presentation, educational program, workshop, or posters. This policy will be enforced.