

# **World Aquatic Veterinary Medical Association Code of Ethics and Code of Conduct**

## **WAVMA Code of Ethics**

WAVMA will strive to foster a safe and respectful environment for our members, colleagues and professional contacts. WAVMA members will observe and uphold the highest standards of scientific integrity and professional behavior. All members will practice honesty and integrity in fulfilling their responsibilities within the WAVMA and will endeavor to avoid even the suspicion of dishonesty, fraud, deceit, misrepresentation, conflict of interest, or other unprofessional demeanor. In addition, members of the WAVMA Executive Board will adhere to the WAVMA Conflict of Interest Policy.

WAVMA members will not harass or discriminate on the basis of gender, sexual orientation, pregnancy, marital or parental status, race, religion, creed, color, national origin, age, economic status, disability, political affiliation, medical history, physical appearance, level of education or intellect, region of the country, or organizational affiliations.

This Code applies to in-person and electronic (text, email, social media) communications.

## **WAVMA Code of Conduct**

WAVMA is committed to providing a safe, productive, and welcoming environment that fosters open dialogue, exchange of scientific ideas, and equal treatment of all participants. All those who take part in WAVMA activities, including but not limited to WAVMA officers, attendees, speakers, volunteers, exhibitors, service providers and others are required to abide by this Code of Conduct policy.

### **Expected Behavior**

- Treat others with respect and consideration, and value a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate clearly, critiquing ideas rather than individuals and avoiding personal attacks directed towards others.
- Be mindful of their surroundings and the experience of fellow participants.
- Adhere to State and Federal laws.

### **Unacceptable Behavior**

- Harass, discriminate, or intimidate others in any manner.
- Initiate or participate in physical or verbal abuse.
- Inappropriately disrupt oral or poster presentations
- Make negative or demeaning verbal comments that do not adhere to our Code of Ethics listed above.
- Behave in threatening ways such as bullying or stalking other people.
- Participate in behavior, speech, or writing that is not welcome and that is so severe, pervasive, or recurrent that it is considered hostile, intimidating, or offensive by the recipient or other members.

**Concerns about Code of Ethics and Code of Conduct violations should be reported to the WAVMA Executive Board.**

Adopted: January 26, 2019