ACS Meeting Attendee Code of Conduct

Diversity, Equity, Inclusion and Respect (DEIR) Advisory Board
Office of Diversity, Equity, Inclusion & Respect (DEIR)
ACS Core Value of Diversity, Equity, Inclusion & Respect (DEIR)

We embrace and promote diversity in all its forms, not only to create a more inclusive environment for the practice of chemistry, but also to provide fair and just outcomes for all to achieve their full potential.

Inclusion of and respect for people of all backgrounds, perspectives, experiences, and ideas will lead to superior solutions to world challenges and advance chemistry as a global, multidisciplinary science.
How do we live this Core Value?

At minimum, we expect compliance with our Congressional Charter, which explicitly lists high standards of professional ethics. This means we will foster a positive environment for all ACS volunteers, staff, and meeting attendees.
Why does this matter?

• Harassment, discrimination, and microaggressions are real. Negative experiences caused by non-inclusive behaviors are painful and damaging to victims.

• Pretending poor behavior does not happen in our community is not only dishonest, it is dangerous to members who may experience harassment.

• We must be prepared to listen to and support victims of harassment.

• Creating a harassment-free space is essential for accomplishing our goals, and thriving as a chemistry community.
What are some realities at meetings?

Sometimes, we face volunteers/attendees for whom . . .

- Ordinary standards of professional conduct don’t seem to apply.
- Some form of unprofessional or illegal conduct just happens.
- Alcohol plays a significant role in their behaviors.
What is the ACS Volunteer/National Meeting Attendee Conduct Policy?

• Adopted by the ACS Board of Directors to set standards for appropriate and expected behavior of volunteers and attendees at ACS Meetings & Expositions.

• Recognizes the longstanding tradition of excellence in holding meetings expected of the ACS.

• In effect for all ACS Meetings & Expositions through the registration process.
ACS Volunteer/National Meeting Attendee Conduct Policy

• Prohibits “inappropriate actions based on race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, … [or] presence of disabilities.”

• “Disruptive, harassing, or inappropriate behavior toward other volunteers, stakeholders, or staff is unacceptable.”

• “Harassment of any kind … will not be tolerated.”

• The ACS Board of Directors shall review evidence and take necessary actions when serious or persistent violations are involved.
How do I report harassment at an ACS Meeting & Exposition?

ACS Secretary and General Counsel:

Flint Lewis  f_lewis@acs.org

ACS Hotline (phone calls only, no text) for Anonymous Reporting:

Toll free at 855-710-0009 (English)

or

800-216-1288 (Spanish)

When in person, visit the Marriott Marquis (Headquarter hotel for ACS), to report inappropriate behavior.
What’s Beyond Compliance?

Respecting others, and creating an inclusive environment, is the next stage of living our Core Value and achieving ACS Strategic Goal 5 “Embrace and Advance Inclusion in Chemistry”.
Goal 5
Embrace and Advance Inclusion in Chemistry
Promote diversity, equity, inclusion, and respect; identify and dismantle barriers to success; and create a welcoming and supportive environment so that all ACS members, employees, and volunteers can thrive.