

American Society of Nephrology (ASN)
ASN Kidney Week 2025
CODE OF CONDUCT
(February 1, 2025)

- 1. Code of Conduct:** ASN is committed to providing a professional, collegial, safe, supportive, and respectful in-person and virtual meeting environments, regardless of a person's race, color, ethnicity, national origin, citizenship status, age, religion, disability status, sex, gender identity, sexual orientation, genetic information, physical appearance, political affiliation, or other characteristic ("personal characteristics"). ASN expects individuals to uphold the professional and educational purposes of the Society and its events by respecting the rights, privacy, safety, and dignity of all persons. ASN expects individuals to exercise professionalism, consideration, and respect in their speech and actions. ASN expects individuals to refrain from harassing speech and other harassing behavior.

- 2. Scope and Application:** The Kidney Week 2025 Code of Conduct (this "Code") applies to any in-person and/or virtual gathering or event that is hosted or sponsored by ASN, including but not limited to sessions, posters, exhibits, written and oral comment and discussion groups, professional gatherings, and platforms and settings ancillary thereto (each an "ASN Event"). This Code applies to all participants in ASN Events, including but not limited to employees, members, volunteers, guests, vendors, contractors, exhibitors, faculty, and other attendees (each a "Participant"). This Code is not intended to modify or supersede other policies, agreements, website terms and conditions, or rules and regulations that may be applicable to a Participant or to the conduct that is subject to this Code.

- 3. Unacceptable Behavior:** Unacceptable behavior includes but is not limited to:
 - a. Unwelcome and uninvited attention or contact with another Participant.
 - b. Verbal or written comments, social media posts, or visual images or actions, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals, or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual's ability to participate in the ASN Event.
 - c. Deliberate intimidation, doxing, or stalking.
 - d. Harassing photography or recording.
 - e. Sustained or repeated disruption of talks or other events.
 - f. Express or implied threat of physical or professional harm.
 - g. Actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior.
 - h. Failing to stop unacceptable behavior when requested by a Participant or ASN.
 - i. Making false reports of misconduct or other unacceptable behavior.
 - j. Posting or verbally communicating any comments or material that reveals confidential patient health information.

- 4. Reporting Unacceptable Behavior:** Any Participant whose safety is threatened or violated is urged to contact law enforcement immediately.

In addition, any Participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Code, is encouraged to report it in-person at the ASN management office (Room 340A in the George R. Brown Convention Center) or by sending an e-mail to meetings@asn-online.org. Reports may be anonymous or attributed. ASN will use its best efforts to respond to a Participant in no more than four hours during

ASN Event days and one business day when content is available on-demand, recognizing that it will not be possible to follow up directly with a Participant whose report is anonymous, and that ASN may have less ability to investigate fully an anonymous report.

- 5. Consequences of Reported Unacceptable Behavior:** Upon receiving a report of unacceptable behavior, ASN's priority will be the safety and security of Participants. To preserve a safe, educational environment, ASN reserves the right to temporarily suspend or terminate specific features available to a Participant or if in-person, deny access to the ASN Event or to suspend or terminate the Participant's entire account/registration. When facts are in dispute or cannot be fully established, ASN reserves the right to take the action most likely to safeguard safety and security of Participants, including termination of a Participant's account/registration for the remainder of the ASN Event and denied access to the ASN Event.

A report of an adjudicated or officially confirmed history of a Participant's prior unacceptable behavior, if impacting the experience of other Participants at an ASN Event may, in ASN's discretion, be the basis for a response under this Code.

Violation of this Code, as determined by ASN in its sole discretion, is grounds for any action that the Society deems appropriate, including but not limited to warning the offender, denying the offender access to an ASN Event (including revoking or denying registration to an ASN Event), suspending or terminating the offender's access to the ASN Event, barring the offender from other ASN Event(s), and/or removing comments or posts from ASN's social media venues or ASN Communities. ASN reserves the right to take whatever action it, in its sole discretion, deems appropriate, with respect to the investigation into any matters related to this Code.

Any person who is denied access to or whose access is terminated during an ASN Event based on this Code may request that the Society review the matter after the ASN Event has concluded. However, ASN's action will be effective immediately and will continue until and unless the Society issues a contrary decision. Unless a contrary decision is issued, any person who is denied access to or removed from an ASN Event based on this Code will not be eligible for a refund of any registration fees paid for access to or participation in the ASN Event.

- 6. Communication from ASN:** ASN may communicate with an individual who reports unacceptable behavior if the individual chooses to submit an attributed report. ASN may also communicate with an individual concerning whom a report has been made, to the extent that the Society is able to identify and contact that individual. The nature, scope, and content of any such communication is in the sole discretion of ASN. If warranted, ASN may communicate more broadly with Participants at an ASN Event. ASN has the right to communicate about its responses under this Code to the employers or sponsors of involved Participants' vendors, local law enforcement, media, and the public as the Society deems reasonable and appropriate in its sole discretion.

Questions? Please e-mail to meetings@asn-online.org.

Source: Adapted from the American Society of Clinical Oncology's Virtual Event Code of Conduct.