

## Code of Ethics and Conduct

The Society for Vector Ecology (SOVE) is dedicated to the highest level of professionalism in the fight against vectors and vector-borne diseases. As such, members attest to adhering to the following principles:

- Members will comply with all legal requirements to effectively and safely control vectors and vector-borne diseases, including maintaining the highest standards of research and application development.
- Members will strive to ensure all information and data is accurately represented. Fraudulent or fabricated information and/or data will not be tolerated.
- Members will not participate in or condone harassment or discrimination on the basis of sex, gender, sexual orientation, gender identity, gender expression, genetic information, race, color, ancestry, national origin, religious creed, physical disability, mental disability, medical condition, age (40 or over), marital status, military and veteran status, or any other protected class.

SOVE is committed to providing a safe, productive and welcoming environment for all members and participants of SOVE meetings and events. All meetings and events shall be conducted in an orderly and respectful manner to discuss and debate vector and vector-borne disease research and control strategies with science-based evidence.

This Code of Ethics and Conduct shall apply to all SOVE members and event participants including, but not limited to, attendees, speakers, volunteers, exhibitors, vendors, service providers, and staff members. SOVE members and event participants shall follow this Code of Ethics and Conduct at all venues, including ancillary events, social gatherings, and online discussions associated with SOVE.

Reporting threats and unacceptable behavior:

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at any time should contact local law enforcement (by calling 911) and immediately notifying facility security.
- If you are not in immediate danger but feel that you are the subject of unacceptable behavior, have witnessed any such behavior, or have other concerns, please notify the Executive Director or a Board Director/Officer (as soon as possible) who can work with appropriate SOVE leadership to resolve the situation. All reports will be treated seriously and responded to promptly.

To report incidents of any sort during or following an SOVE event/forum, please contact the SOVE Executive Director at [mbrown@wvmvcd.org](mailto:mbrown@wvmvcd.org).

## Retaliation

SOVE will not tolerate any form of retaliation against individuals who report an incident, against those who are subject to a complaint, nor against those who participate in an investigation. Retaliation will be

considered a form of discrimination in and of itself and offenders will be subject to disciplinary action, up to and including prohibition from attending future meetings and events.

#### Disciplinary Action

If an individual harasses, retaliates, or knowingly makes a false claim, they will be subject to disciplinary action. These actions might range from a verbal warning to a request to leave the meeting or function without refund of fees and a reporting of the incident to the person's employer.

#### Appeal and Questions

Should any person be dissatisfied with the result of an investigation or disciplinary action; they may appeal to the SOVE Executive Director Committee. Should repeated complaints, patterns of inappropriate behavior, or other events emerge, the Board of Directors may choose to exclude and eject members through a process that has no appeal. Questions concerning the policy can be directed to the SOVE Executive Director.