



Code of Professional Conduct and Discrimination and Harassment Policy

Introduction

The American Board of Pediatric Dentistry (“ABPD”) is dedicated to providing a safe and productive experience for all participants and attendees at all official ABPD events regardless of sex, race, color, national origin, religion, age, physical or mental disability, perceived disability, ancestry, marital status, veteran status, sexual orientation, or any other characteristic protected by applicable law. ABPD does not tolerate discrimination or any form of prohibited harassment and is committed to enforcing this Code of Professional Conduct (the “Code”) at its examinations, meetings or at any other ABPD event. The ABPD is committed to providing an atmosphere that encourages the free expression and exchange of scientific and educational ideas. Furthermore, ABPD upholds the philosophy of equal opportunity for and treatment of all event participants and staff in any venue.

Scope of Code

ABPD requires compliance with the Code by all participants, volunteers, staff, guests, and vendors at all official ABPD events, including the annual meetings, examinations committee meetings or other activities that are expressly sponsored or promoted by ABPD, whether held in public or private facilities.

This policy is an expression of ABPD’s values and commitment to a safe and productive experience for all participants and attendees at its official events. This policy is not an acknowledgement, admission, or description of ABPD’s legal obligations with respect to any of the subject matters addressed herein, nor does it create any such legal obligations.

Discrimination Defined

Discrimination under this Code means treating disparately or denying or granting a benefit to an individual because of a legally-protected characteristic, as set forth in Section 1. The ABPD retains the right to exclude individuals who do not meet membership criteria or to take disciplinary actions against those members or meeting/event participants whose actions or conduct is inconsistent with ABPD’s Code, its values, and its standards.

Harassment Defined

Prohibited harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive, or hostile environment. Harassing conduct can take many forms and includes, but is not limited to, the following: slurs, epithets, derogatory comments, insults, degrading or obscene words, jokes, demeaning statements, offensive gestures, or displaying derogatory or demeaning pictures, drawings, or cartoons based upon an individual’s sex, race, color, national origin, religion, age, physical or mental disability, perceived disability, ancestry, marital status, veteran status, sexual orientation, or any other characteristic protected by applicable law.

Sexually harassing conduct in particular includes all of these prohibited actions, as well as other unwelcome conduct that is sexual in nature, such as unwanted sexual advances; lewd propositions or innuendos; leering; making sexual gestures; making sexually suggestive or graphic comments or engaging in inappropriate sexually-oriented conversation; displaying sexually suggestive objects,

graphics, pictures, or posters, whether physically or over the Internet; making or using derogatory comments, epithets, slurs or jokes; the sexual touching or display of one's own body; or unwanted physical touching or assault, as well as impeding or blocking movements.

Sexually harassing conduct can be by a person of either the same or opposite sex. It is a violation of this policy for males to sexually harass females or other males, and for females to sexually harass males or other females. Conduct that begins as consensual in nature may become harassment if one party withdraws his or her consent. Sexual or other harassment prohibited by this policy is unacceptable and will not be tolerated.

The above list of prohibited behaviors is not a complete rendering of what may be deemed sexual or other harassment prohibited by this policy. It is impossible to define every action or word that could be interpreted as harassment. However, ABPD has a "zero tolerance" policy toward discrimination and all forms of harassment. ABPD reserves the right to discipline meeting or event participants who engage in any inappropriate conduct, even if it is not specifically referred to or defined in this Code or is not legally actionable as sexual or any other form of harassment.

Violence

ABPD is committed to providing event participants with a safe and collegial environment to enjoy educational opportunities and networking without the fear of violence. Threats, threatening language, physical assault, or any other acts of aggression or violence made toward or by any event participant will not be tolerated. For purposes of this policy, a "threat" includes any verbal or physical harassment or abuse, attempts to intimidate or to instill fear in others, menacing gestures, brandishing weapons to a meeting, stalking, or any other hostile, aggressive, injurious and/or destructive actions undertaken for the purpose of domination or intimidation. ABPD discourages event participants from engaging in any physical confrontation with a violent or potentially violent individual.

Professional Conduct

In an effort to ensure that all event participants are able to participate and enjoy ABPD events without interference by the unprofessional conduct of others, ABPD expects participants to conduct themselves professionally, respectfully, and appropriately. ABPD will not tolerate abusive or otherwise unprofessional conduct, which includes, but not limited to, being rude, using foul language or swearing, bullying, shouting, making inappropriate jokes, making comments that demean others (including making denigrating comments about a person's professional status, qualifications, or professional affiliations), engaging in name calling or using nicknames that may be offensive or upsetting to another, interrupting speakers or presentations, and participating in horseplay.

Prohibited Conduct

Prohibited conduct at ABPD meetings include, but is not limited to:

- discrimination on any legally-protected basis, as set forth above;
- harassment, including sexual harassment, as defined in Section 4;
- demeaning comments or harassment about a person's professional status, qualifications, or affiliations;
- abusive conduct that has the purpose or effect of unreasonably interfering with another person's ability to benefit from and enjoy or participate in the meeting, including social events related to the meeting and sponsored by ABPD;

- undue or excessive interruption of any event, speaker, or session; and violence or threats of violence.

Reporting an Incident

ABPD cannot address claimed inappropriate conduct or harassment unless the claims are brought to the attention of ABPD leadership. Meeting or event participants or other individuals who witness or experience inappropriate conduct at an ABPD meeting or other official ABPD event, including but not limited to the prohibited conduct described above, should report such conduct immediately to the Executive Director of ABPD, Leila Younger, at lyounger@abpd.org or (615) 432-0082. If the individual is uncomfortable reporting the conduct to the Executive Director of ABPD for any reason, the individual may report the conduct to the Chief Executive Officer of Parthenon Management Company (ABPD's association management company) at stimm@parthenonmgmt.com or (615) 324-2374. Any individual reporting such conduct is not required or expected to discuss the concern with the alleged offender, although they are encouraged to discuss the concern directly with the offender if they feel comfortable doing so.

Anyone experiencing or witnessing behavior at an ABPD event that is an immediate or serious threat to the safety of those present, or to the public, is advised to locate a house phone at a hotel and ask for security, or to otherwise notify the authorities. Please notify any ABPD official of such threat after you have alerted security or the authorities.

ABPD generally lacks authority to intervene in situations that do not arise at ABPD meetings or other ABPD-sponsored events. If a meeting participant experiences inappropriate conduct or harassment at the participant's own or another institution, at their place of work, at a research facility, or online but not via ABPD-sponsored channels, that individual should use the applicable reporting channels for those particular institutions, facilities, or sites.

Investigation and Disciplinary Action

ABPD is committed to taking reasonable steps to prevent harassment and other prohibited conduct at its meetings, and will make reasonable efforts to promptly and completely address and correct any prohibited conduct that may occur at an official ABPD event. In response to a report, ABPD will promptly and impartially investigate the facts and circumstances of any claim of inappropriate conduct or harassment under this policy and preventive measures if warranted. ABPD will make every effort to keep the reporting individual's concerns confidential and will not deliberately share personal information, other than as necessary to carry out the purpose of investigation. While complete confidentiality cannot be guaranteed, ABPD will keep the investigation and its findings as confidential as possible under the circumstances.

Upon completion of the investigation, ABPD will take appropriate corrective measures against any person who has engaged in conduct prohibited by this policy, if ABPD determines such measures are necessary. Such remedial action may include, but is not limited to, the items listed in ABPD's Procedures for the Enforcement of the Ethical Obligations of Diplomates and Candidates, a copy of which can be found on ABPD's website.

ABPD may, but is not required to, report any incident to proper authorities, including but not limited to law enforcement. ABPD will do so if, in its sole discretion, such reporting is advisable or necessary. Nothing in this policy shall restrict or discourage any individual who experiences or is the

target of conduct prohibited by this policy from reporting such conduct to the authorities, to the extent he or she deems such a report advisable or necessary.

Retaliation Is Not Tolerated

Retaliation for complaints of inappropriate conduct or harassment are also considered harassment and will not be tolerated. Retaliatory behavior in connection with ABPD meetings will be investigated in a similar manner to initial complaints.

Questions about this Policy

If you have any questions regarding this policy, please contact ABPD headquarters.

Adopted by the Board, October 21, 2020

Updated: 2/16/2024