



## **Policy: Meeting Code of Conduct**

As an international organization, diversity, tolerance, and inclusion are vital and integral to the nature of IMIA. It is IMIA's policy that all participants at any IMIA meeting and social gathering, whether virtually or in person, enjoy a welcoming environment that is professional, collegial, and harassment free. All participants at IMIA meetings are expected to behave in a courteous, professional and civilized manner, and to refrain from unacceptable behaviors. This policy applies to all participants including attendees, speakers, sponsors, exhibitors, guests, staff and contractors.

Unacceptable behaviors include:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant at a meeting and in one-on-one communications carried out in the context of the meeting;
- harmful or prejudicial verbal or written statements or visual images (including presentation slides) related to age, disability, ethnicity, gender, gender identification, sexual orientation, race, religion, or other personal characteristics;
- unwelcome and uninvited attention, contact, or physical harm;
- real or implied threat of professional or personal damage;
- recording and/or publishing discussions and presentations at an IMIA meeting without prior consultation with the participants/authors/presenters;

Members of the IMIA Board and IMIA General Assembly members, have a duty of confidentiality in their responsibility and role in IMIA and are not to disclose or discuss confidential information about the organization's matters with another person or entity, or use it for their own purposes, unless authorized by the IMIA Board.

Violations should be reported to the IMIA CEO and the current IMIA President.

IMIA reserves the right to remove an individual from a meeting without warning or refund, to prohibit an individual from attendance at future meetings, and to take such other actions as deemed appropriate by the IMIA Board of Directors.

*IMIA acknowledges and thanks the American Medical Informatics Association, AMIA, for their significant contribution to the IMIA Code of Conduct Policy*

Status: Approved Online by IMIA GA Society Representatives from December 6, 2020 IMIA GA Meeting – note: vote was 100 % all in favour of the policy

New Policy