

### ***Policy Regarding Respectful Behavior***

#### **POLICY**

It is the policy of the Massachusetts Medical Society that all participants in MMS meetings, events, and activities are expected to exhibit respectful, professional, and collegial behavior during such meetings, events, and activities, including but not limited to committee meetings, House of Delegates meetings, dinners, receptions, and social gatherings. Attendees/participants should exercise consideration and respect in their speech and actions, including while making formal presentations to other attendees, and should be mindful of their surroundings and fellow participants.

The MMS will not tolerate language or behavior that demeans a guest, participant, or attendee on the basis of race, ethnicity, nationality, age, gender, creed, religion, sexual orientation, gender identity, gender expression, disability, economic status, or other similar identifier.

Demeaning language and behavior are that which a reasonable person in the same or similar circumstances as the person being described would feel adversely affects their participation in the meeting, event, or activity. Such language and behavior include, but are not limited to epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes; and written, electronic, or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is visible during an MMS meeting, event, or activity.

As a condition of attending and participating in any MMS meeting, activity, or event, each attendee will be required to acknowledge and accept (i) this policy and (ii) applicable adjudication and disciplinary processes for violations of this policy. All attendees are expected to conduct themselves in accordance with this policy.

Additionally, individuals elected or appointed to a leadership role in the MMS or its affiliates will be required to acknowledge and accept this policy and related procedures. *(HP)*

*MMS House of Delegates, 12/4/21*