

Carolina Geological Society Code of Conduct

Version - July 2025

Purpose

The Carolina Geological Society (CGS) is committed to protecting the rights and dignity of all participants in any CGS activity. CGS will not tolerate inappropriate behavior or harassment of any sort. Further, sexual harassment is a form of sexual discrimination and is a violation of federal and state law. All registrants, guests, volunteers, exhibitors, CGS staff, service providers, and others participating in CGS activities are expected to abide by this Code of Conduct Policy, which outlines specific expectations for participants at any CGS related activity.

Policy

1. General Code of Conduct/Harassment Statement

The CGS Board of Directors is responsible for maintaining an environment free of improper conduct or harassment. Immediate and appropriate corrective action will be taken when cases of improper conduct or harassment occur. Anyone involved in a CGS activity who experiences or witnesses any action that is believed to be harassment or misconduct of any sort should consult with the CGS Board of Directors immediately. It is a violation of this CGS policy to retaliate in any way against a CGS member or a CGS-sanctioned event participant because they have raised allegations of improper conduct or harassment.

The CGS Code of Conduct fosters and promotes ethical behavior among the CGS members, individuals, and groups associated with CGS. Although this Code of Conduct provides guidance for CGS members, it does not, and for reasons of practicality cannot address or provide guidance for all possible ethical situations.

2. Expected Behavior

Anyone Present or Participating in CGS sanctioned events is to:

1. Be treated with respect and consideration.
2. Be considerate, collegial, and collaborative.
3. Communicate openly, with civil attitudes, when critiquing.
4. Exercise consideration and respect in his/her speech and actions.
5. Refrain from demeaning, discriminatory, or harassing behavior and speech.
6. Be mindful of his/her surroundings and of fellow participants.

CGS event venues may be shared with members of the public; the expectation is to be respectful to all patrons of these locations.

3. Unacceptable Behavior

Unacceptable behaviors include, but are not limited to:

Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any participant in CGS events, related events, and in one-on-one communications carried out in the context of CGS events. Examples included but are not limited to:

1. Bullying, badgering, or exhibiting aggressive behavior toward another participant.
2. Derogatory, harmful, or prejudicial verbal or written comments or visual images related to gender, gender identity, sexual orientation, ability, age, ethnicity, socioeconomic status, religion, appearance, or other personal characteristics.
3. Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides).
4. Deliberate intimidation, stalking, or following.
5. Harassing photography or recording.
6. Sustained disruption of talks or other events.
7. Unwelcome and uninvited attention or contact.
8. Physical assault (including unwelcome touching or groping).
9. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
10. Real or implied threat of physical harm.
11. Real or implied threat of professional or financial damage or harm.

4. Consequences of Failure to Comply with Code of Conduct / Harassment Policy, and/or Performance Policy

CGS has zero tolerance for failure to comply with the Code of Conduct by any participant at or representing CGS-sanctioned activities, including attendees, members, vendors, exhibitors, contractors, staff, venue staff, and anyone with decision-making authority. Each matter brought to the attention of the Board of Directors will be immediately addressed. If it is deemed that the individual has engaged in unacceptable behavior as outlined in this policy, the individual will be asked to leave the event (without refund), his or her membership status will be evaluated, and/or the CGS Board of Directors will contact the appropriate local authorities to act as they deem necessary.