



Code of Conduct

The International DOHaD Society expects all Society Members to uphold the professional reputation of the Society. Positive behaviours should govern all Society members, council members and trustee behaviour throughout their engagements with, or on behalf of, any and all of the Society's activities, in all spheres of professional work.

This Code gives an overview of the behaviours and standards expected of Society Members to ensure consistent application of the mission, vision, and values of The Society, to best nurture a positive, professional community. This Code of Conduct is applicable to all Members: Full and Trainee, all Council members and Trustees, and applies to all Members of recognized Associated Groups affiliated with the International DOHaD Society. All Members agree to engage in Society activities in furtherance of its charitable objects, the vision and purpose, and strategy set by the Council, and act in accordance with The Society's EDI principles (see framework on Equity, Diversity and Inclusion policy document).

As a Member of The DOHaD Society, individuals agree to abide by and act in accordance with this Code of Conduct and understand that substantial breach of any part of this Code could lead to removal as a Member of The Society following a formal inquiry at Council. All decisions made by Council in these cases are final.

In doing so, Society Members agree to:

- Act with integrity
- Engage in fair and transparent processes
- Engage in respectful discourse and always listen to different viewpoints
- Be accountable for their actions and ensure decisions are evidence-based
- Be open and engaging to new and diverse opportunities and opinions
- Be innovative and forward-thinking
- Be collaborative and mindful of diverse viewpoints and include ideas from others
- Engage in supportive actions and discourse of colleagues and other members

As a Member of The Society each Member will:

- Be an advocate for The Society
- Act in the best interests of The Society and promote the success of The Society
- Will not bring The Society into disrepute
- When commenting on matters in the public arena, make it clear when representing The Society and when comments are the individuals alone
- Conduct their membership and professional undertakings ethically and honestly

Professional Conduct

The Society expects that all its staff, volunteers, Trustees, Council Members and Society Members to conduct themselves professionally in adherence to the Society's Code of Conduct and EDI principles.



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As a Professional in their field of education, research or public activities each Member will:

- Conduct themselves professionally, respectfully and appropriately and be considerate to all those they come into contact with
 - This includes recognizing when a relationship becomes unprofessional and power imbalances places persons at risk vulnerable to discrimination, bullying or harassment
 - This includes ceasing in any relationship or interaction with another Member that is based upon discrimination, bullying or harassment
- Work without discrimination and bias and respect equity, diversity, different roles and boundaries and the rights of others and support efforts to improve The Society's objectives
- Engage with The Society's activities and foster collaborations and networks to nurture the objectives of The Society, the community and discipline as a whole
- Share knowledge, expertise and skills to advance the discipline while respecting intellectual property rights and confidentiality
- Set a positive example to other Members in particular those in the formative stages of their career providing support and mentorship as appropriate
- Avoid conflicts of interest/loyalty and declare any conflicts of interest/loyalty and not promote any personal agenda when engaging in discussion
- Not accept benefits from third parties which could give rise to a conflict of interest of the objectives of The Society
- Engage in actions that maintain confidentiality where required

Attendance at Society Congresses, Workshops and any other meeting endorsed under the Society's badge

By attending any DOHaD Society event, all Members agree voluntarily to abide by The Society's Code of Conduct and Equity, Diversity and Inclusion Policies. Members are expected to uphold the Code of Conduct and to engage in the following behaviour:

- Engage in respectful and considerate open communication valuing a diversity of views and opinions
- Avoid personal attacks directed toward other meeting delegates, participants, volunteers, exhibitors, staff and suppliers/ vendors.
- Turn off any disrupting devices (including phones) during workshops, oral or poster sessions.
- Do not take photographs of data in either oral or poster presentation sessions (unless permission has been sought and granted)
- Do not take photographs and/or post to social media or any other online tool or website unless permission has been granted
- Respect the rules and policies of the convention center, hotels, contracted facility, or any other venue.



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Harassment and Safety:

The DOHaD Society aims to provide a collegial, safe, hospitable, and productive environment for everyone attending any of our endorsed events. This is regardless of ethnicity, religion, disability, physical appearance, gender, sexual orientation, marital status, education, ability status, political affiliation, and nationality. Accordingly, The Society prohibits intimidating, threatening, or harassing conduct during any of our meetings. This policy applies to speakers, staff, volunteers, attendees and vendors. Conference participants violating these rules may be sanctioned or expelled from the conference, at the discretion of The Society Council.

Harassment of Society Members and their affiliates will not be tolerated.

Harassment includes, but is not limited to:

- offensive gestures or verbal comments related to ethnicity, religion, disability, physical appearance, gender, sexual orientation, marital status, educational background, ability status, political affiliation, or nationality
- deliberate intimidation, stalking, following, harassing photography or recording
- sustained disruption of talks or other events,
- inappropriate or unwanted verbal or physical contact or touching, unwelcome attention or invitations (sexual or otherwise)
- any other disruptive or harassing behaviour of any kind

Members, delegates, staff or exhibitors engaging in this harassment will be asked to stop and are expected to comply immediately. If anyone subject to this policy engages in behaviour which is harassing or in otherwise violation of this policy, The Society may take any action they deem appropriate, ranging from a warning to the offender to expulsion from a meeting without refund and/or future meetings and events, expulsion from the Society, or such other action including notifying authorities.

If a Member is subject (or knows of someone who is the subject) of harassment or other violation of this policy, or have any other concerns, they should contact the meeting staff who can work with the appropriate Society leadership to resolve or otherwise respond to the situation. The Society Executive will assist delegates/Members contact venue center/hotel/venue security or local law enforcement, and otherwise assist those experiencing harassment, to enable them to feel safe for the duration of the meeting.

Any Member can file a complaint through the Society Secretary Dr D Sloboda through dohad@mrc.soton.ac.uk.