

AAES Annual Meeting

Code of Conduct

Thank you for participating in the American Association of Endocrine Surgeons (AAES) Annual Meeting and corresponding events. The AAES is committed to providing a safe, productive, and welcoming environment for all Annual Meeting participants and AAES staff involved in all AAES events. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, sponsors, AAES staff members, service providers, and all others are expected to abide by this Code of Conduct. This policy applies to all AAES events, including those sponsored by or co-branded with outside organizations, whether in-person, on private or public platforms, or via electronic platforms or other media. It is imperative we preserve an environment that encourages both civil and fruitful dialogue, learning, sharing of accurate and truthful information, and collaboration.

By registering for, participating in, and/or utilizing event services, you agree to the terms and conditions outlined in this document.

Rules & Etiquette

Please take a moment to acquaint yourself with these important guidelines so that we may preserve an environment that encourages both civil and fruitful dialogue, learning, sharing, and collaboration.

- Registration is required to participate in the Annual Meeting. Transfers of registrations and sharing access to sessions is prohibited.
- Recording the presentations of others without their permission is not permitted. Presenters should share whether this is permitted, or you may inquire with them personally.
- Treat others with respect.
- Avoid disruptive behavior.
- Factually inaccurate, defamatory, abusive, profane, threatening, offensive, or illegal material is prohibited.
- Avoid libel or slander.
- Use caution when discussing products. Information posted on the mobile app or in forums or groups is available for all to see, and comments are subject to libel, slander, and antitrust laws. Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. AAES reserves the right to remove such messages and potentially ban sources of those solicitations.
- All defamatory, abusive, profane, threatening, offensive, or illegal materials are strictly prohibited. Do not share anything that you would not want the world to see or that you would not want anyone to know came from you.
- Respect intellectual property. Only share content that you have personally created or have permission to use and have properly attributed to the content creator.
- When sharing items in a collaborative environment, please indicate if the item is not available for reuse. It's also advisable to contact the owner of any material if you would like to reuse it.

Exhibitors and Sponsors

The AAES recognizes the importance of exhibitors, sponsors, and grant contributions to the organization. The mission of the AAES is to advance the science and art of endocrine surgery. Exposure to new technology and other offerings are necessary to achieve the goals of the organization. Companies and other entities choosing to exhibit at or sponsor AAES events contribute to education of the membership and promoting the field of endocrine surgery. The AAES firmly believes in the code of conduct and medical ethics put forth by the American Medical Association (<https://code-medical-ethics.ama-assn.org/principles>) and AAES' own policy.

Anti-Harassment and Discrimination Policy

The AAES is dedicated to providing a harassment- and discrimination-free meeting experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, race, age or religion. AAES does not tolerate harassment of meeting participants in any form.

This code of conduct applies to all AAES Annual Meeting spaces, including all live presentations, social events, courses, mobile app chats, messaging, or discussion forums. Defamatory, abusive, profane, threatening, offensive or illegal materials are strictly prohibited. Meeting participants including exhibitors and sponsors violating these rules may be sanctioned or expelled from the Meeting (without a refund) at the discretion of the Meeting organizers and/or AAES leadership.

Harassment may include:

- Offensive comments or verbal abuse related to gender, gender identity and expression, sexual orientation, physical appearance, body size, disability, mental illness, neuro(a)typicality, age, race, national origin, veteran status or religion.
- Deliberate mis-gendering or deliberate use of 'dead' or rejected names.
- Gratuitous and/or off-topic sexual images or behavior in spaces where they're not appropriate.
- Simulated physical contact (e.g., textual descriptions like "**hug**" or "**backrub**") without consent or after a request to stop.
- Threats of or incitement of violence.
- Deliberate intimidation.
- Online "stalking" or excessive following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.

The above code of conduct applies to all AAES event spaces, activities sponsored or co-branded with other organizations, and includes live presentations, social events, courses, mobile app chats, messaging, electronic platforms, webinars, or other discussion forums. Meeting participants violating these rules may be sanctioned or expelled from any AAES event (without a refund) at the discretion of AAES leadership. Misconduct by a member may also result in expulsion from the AAES.

The AAES reserves the right to take any action deemed necessary and appropriate without warning or refund, in response to any incident of unacceptable behavior. AAES reserves the right to prohibit attendance at any future AAES event, virtually or in person. If you need to report an incident, please contact Lauren Santangelo, Executive Director, at lsantangelo@endocrinesurgery.org.