



## WMS Code of Conduct Policy

The Wilderness Medical Society is committed to providing a safe, productive, and welcoming environment for all who participate in any of our committees, programs, conferences, publications, events, activities or public or private platforms such as our online community platform. All members and participants, including, but not limited to, attendees (in-person or virtual), speakers, volunteers, exhibitors, editors, authors, peer reviewers, WMS staff members, WMS Board members, service providers, and all others who choose to participate in, or engage with, any of our offerings are expected to abide by this Code of Conduct Policy. The WMS reserves the right to apply this policy for decisions regarding WMS provision of certifications or CME to any outside organization.

### Preamble

### Mission

The mission of the Wilderness Medical Society is to encourage, foster, support, or conduct activities to improve the scientific knowledge of the membership and general public in human health activities in a wilderness environment.

### Values Statement

The WMS recognizes the importance and benefits of diversity and inclusivity to our society. We are committed to fostering an environment of acceptance that is equitable to all. We recognize the rights of all individuals to mutual respect without bias based on differences of any kind. We value unique perspectives that all members bring. Our commitment to these values will be evident in our policies and procedures, as part of our strategic plan, and within our organizational goals.

### Beliefs & Standards

The WMS is guided by the collective beliefs listed below which inform behaviors that are our WMS brand standards. These standards are how we live out what we believe.

<b>Beliefs</b>	<b>&gt;&gt;</b>	<b>Standards</b>
• Inclusivity:	>>	Uproot barriers (not trees).
• Kindness:	>>	Elevate others as you climb.
• Service:	>>	See the need, fill the gap.
• Nature:	>>	Find your way in the wild.
• Education:	>>	Seek knowledge, pay it forward.

### Core Ethical Standards

All WMS-related work or discussions in committees, programs, conferences, publications, or activities should promote the mission of WMS and align with WMS values, beliefs, and core ethical standards. All people conducting this work shall exercise the utmost good faith in all actions involved in their duties.

The following core ethical standards reflect our commitment to professional conduct and serve to strengthen the WMS community:

- Respecting, honoring, and adhering to public laws;
- Respecting fellow members, participants, and staff, and engaging in a professional manner;
- Maintaining honesty, integrity and humility in professional and personal interactions;
- Respecting the confidentiality of information gained through one's association with the WMS;

- Conducting oneself with equity, fairness, and impartiality;
- Fostering an ethical culture;
- Taking personal responsibility for one's conduct; and
- Championing diversity, equity, and inclusion.

**Respect** is demonstrating a regard for one's self, others, and the resources entrusted to them. Those resources may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation – an environment where diverse perspectives, identities, and views are encouraged and valued.

**Personal Responsibility** is taking ownership of the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that result. Acting responsibly includes being self-aware and mindful of one's impact on others. Promoting responsibility fosters an ethical culture.

**Justice** refers to equitable treatment and access and requires fairness. Fairness is demonstrating impartiality and objectivity when making decisions and taking actions. The terms "justice" and "fairness" are often used interchangeably. Justice is at a systemic level whereas fairness deals with making judgments that are concrete and specific to a particular situation. Justice and fairness demand a genuine respect for both people and perspectives.

**Honesty** is acting in a truthful, non-deceptive manner in one's communications, conduct, and business activities.

**Humility** is the ability and self-awareness to keep one's ego in check. It's acknowledging that there may be others with subject matter expertise, and more than one right approach, answer, or solution to a problem. It's being open to learning from others and welcoming differences of opinion.

**Diversity** refers to the composition of a group of people from any number of demographic backgrounds, identities (innate and selected), and the collective strength of their experiences, beliefs, values, skills, and perspectives. Championing diversity involves the consistent practice of embracing people without any limitation being made due to their race, color, ethnicity, religion, nationality, gender, gender expression, gender identity, sexual orientation, mental or physical abilities, genetic information, veteran or socioeconomic status, marital status, nationality, age, language, or other similar attributes.

**Equity/Equitable Environment** challenges intentional and unintentional forms of bias, harassment, and discrimination. An equitable environment provides beneficial opportunities to all populations.

**Inclusion** is the act of establishing philosophies, policies, practices, and procedures so that organizations and individuals contributing to the organization's success feel welcomed into processes, activities, decisions, and policy-making that acknowledge power imbalances and share opportunities.

### **Acceptable behavior**

Acceptable behavior includes constructive, supportive guidance or feedback with the intention of helping an individual or group learn and grow in their personal or professional pursuits.

You might not like the actions or behaviors, but they are being done respectfully, with good intent and can reasonably be considered appropriate in the circumstances.

## Unacceptable Behavior

Unacceptable behavior is defined as:

- Harassment is inappropriate behavior that intimidates, humiliates, undermines, or dominates another person.
- Bullying is a form of harassment that is characterized by persistent and offensive, abusive, intimidating, and malicious or insulting behavior. The person acting this way may be doing so intentionally or may be unaware of the impact until they have been told about it.
- Verbal, written, or physical abuse of any member, participant, or other event guest.
- A breach of confidentiality by WMS Board, Committee Chairs, members, or staff.
- Slander, libel, defamation by any WMS member, participant or staff.
- Unauthorized use of logos, including but not limited to, WMS, FAWM, DiMM, DiDMM, MedSAIL, and Academy of Wilderness Medicine names, logos, or hashtags.
- Disruption of presentations during educational sessions, in the exhibit hall, or at other WMS events. All participants must comply with the instructions of the WMS leaders, moderators, lead faculty, and/or WMS staff.
- Presentations, postings, and messages, not previously approved by WMS, that contain promotional materials or self-promotional materials, special offers, job offers, product announcements, or solicitation for services. WMS reserves the right to remove such messages and potentially ban sources of those solicitations.

## Enforcement

The WMS will strive to enforce the Code of Conduct policy fairly and equally to all those subject to it. We have a zero-tolerance for any form of discrimination or harassment, including but not limited to verbal, written, or sexual harassment by members, participants, or our staff. When possible and appropriate, the WMS will provide timely notice to the potential violator that clearly presents the alleged violation and identifies the specific conduct that may be in violation. After a fair investigation, if a violation is found to have occurred, the individual will be notified of the expected behavior modifications.

The WMS reserves the right to take any action deemed necessary and appropriate, including immediate removal from an activity without warning or refund in response to any incident of unacceptable behavior and the right to prohibit attendance at any future events. Determinations of violations will be made by the ethics committee, or a minimum of three impartial decision-makers such as peers, WMS leaders, faculty, or staff. The WMS also reserves the right to proceed with the revocation of membership as per the process outlined in the WMS bylaws via the WMS Ethics Committee. If this occurs, an opportunity for appeal will be allowed, and a fair, internal, impartial investigation will happen, with confidentiality being upheld throughout the investigative process.

If you experience harassment or hear of any incidents of unacceptable behavior that violate this code of conduct policy, WMS asks that you inform the CEO, any member of the WMS staff, or any current WMS Officer (President, Past President, Secretary, Treasurer), so that appropriate action can be taken.