

Society for Vascular Ultrasound – Operational Policies

19. HARASSMENT POLICY

A. Covered Parties.

The Harassment Policy of the Society for Vascular Ultrasound (“SVU”) and the SVU Foundation applies to Officers, Directors, committee and subcommittee members, task force members, and any other SVU and SVU Foundation volunteers; full time, part time and contractual employees; SVU members; and attendees, speakers, and/or exhibitors at in-person or online events hosted or sponsored by SVU or the SVU Foundation (“the covered parties”).

This policy covers interactions that may take place in person or via various synchronous or asynchronous media, including but not limited to the SVU website, emails, social media, chat rooms, community boards, and/or telephone.

This policy covers harassment of men, women, and non-binary individuals; same-sex harassment; and harassment that is observed or overheard.

B. Definitions.

As volunteer-led organizations in the health care industry, SVU and the SVU Foundation are interested in maintaining the human dignity and protection of their members, volunteers and employees. As such, SVU and the SVU Foundation are particularly concerned about preventing the harassment of members, volunteers and employees. Harassment in any form (verbal, physical or visual) is strictly against SVU and SVU Foundation policy and will result in corrective action.

Harassment could involve, among other things, racially oriented graffiti, slurs, threats or banter; emails, comments or jokes that demean a person’s race, color, religion, gender, national origin, age, sexual orientation, disability, or other protected status; referring to a person using an offensive or sexual name; or making derogatory comments about another’s religious beliefs. Harassment can involve comments demeaning a person’s intellect or even disagreeing in a violent or overly emotional manner.

Defining sexual harassment precisely is not easy, but it certainly includes instances of any of the above that invoke or demean a person’s gender or sexual orientation, as well as unwelcome jokes or comments, exposure to sexually oriented literature or pictures, teasing or sexual advances, unwelcome touching, patting or hugging, requests for sexual favors, and other similar unsolicited and/or unwelcome verbal or physical conduct.

Covered Parties are those individuals who are subject to the terms of this policy.

Reporting is the act of making authorities aware of an incident, incidents, or pattern of behavior that appears to be or is considered to be a violation of the Policy.

Whistle Blower refers to the individual reporting the Policy violation.

Authority for Decisions on Corrective Action(s) is the decision-making individual or body who determines if a violation of the Policy has occurred; and if so, what corrective actions will be taken.

C. Reporting

If you believe you have been the victim of harassment, or know of someone who has, report it immediately in writing to the Executive Director, the President of the Society or SVU Foundation, or the chair of the SVU Ethics Committee, who will refer the matter to the SVU Ethics Committee for investigation and recommendation to the SVU Board of Directors on corrective action. Refer to the SVU Whistle Blower policy for the rights and protections afforded Whistle Blowers and the reporting process.

D. Authority for Decisions on Corrective Action(s)

After investigation and internal deliberations, the SVU Ethics Committee shall make a recommendation on corrective actions to the SVU Executive Committee.

Any Ethics or Executive Committee members who are directly involved (ie, whistleblower or accused) in the matter shall immediately recuse themselves from all related investigative activity, discussion, deliberation and votes, and shall not interfere with or attempt to influence these activities or members of these Committees. Violators will be subject to additional Ethics inquiries and corrective actions

If the accused is a Director of the Society or SVU Foundation, , they have the right to submit an oral or written statement to the SVU Executive Committee , but shall be recused from all deliberation and vote.

E. Corrective Action(s)

If the Ethics Committee determines that a Violation of the Harassment Policy has occurred, the Committee may recommend any one or more of the following corrective actions be taken by the SVU Executive Committee, which need not be applied in progressive fashion: verbal warning; written warning; suspension of duties, employment, or membership; removal from office, relief of duties, termination of employment or membership; expulsion from ongoing SVU or SVU Foundation events, with or without full or partial renumeration; and/or temporary or permanent exclusion from future SVU or SVU Foundation events or online platforms.

In arriving at a decision for corrective action, the following will be considered: the seriousness of the infraction, the past record of the subject individual, and the circumstances surrounding the matter. If the infraction has broken a law the authorities will be notified.

Adopted August 8, 2020