

ICRS Code of Conduct

The International Cannabinoid Research Society (ICRS) is committed to providing a safe and productive scientific society and meeting/event environment that fosters open dialogue and the exchange of scientific ideas, promotes equal opportunities and respectful treatment of all participants, and is free of harassment and discrimination. This policy applies to all ICRS-sponsored events and the policies herein apply to all ICRS members, attendees, speakers, presenters, exhibitors, staff, contractors, volunteers, and guests at the annual meeting and any other ICRS events or activities. Participants are expected to treat others with respect and consideration, follow venue rules and country laws, and alert staff or emergency services of any dangerous situations or anyone in distress. Speakers and presenters are expected to uphold standards of scientific integrity and professional ethics.

Who is Bound by this Code? This policy applies to all ICRS-sponsored and affiliated events, and the policies herein apply to all ICRS members, attendees, speakers, presenters, exhibitors, staff, contractors, volunteers, and guests at the meeting and related events.

What is Harassment? Harassment includes speech or behavior that is unwelcome or personally offensive, including, for example, that related to race, ethnicity, sex, gender identity and expression, national origin, religion, age, disability, marital status, and political beliefs. It includes behaviors such as stalking, verbal or physical intimidation, bullying, and statements of a sexual nature.

Behavior that is acceptable to one person may not be acceptable to another. Harassment expressed in a joking manner may still be harassment and is therefore unacceptable. Retaliation for reporting harassment is also a violation of this policy.

This Code of Conduct also covers harassment that may occur online at ICRS events, on the ICRS website, or via ICRS social media channels.

What is Scientific Misconduct? Scientific misconduct in the context of a conference includes behaviors such as: photographing a presentation or poster or recording a digital meeting or presentation without explicit permission from the presenter. Unapproved posters (or materials in the poster session) will be immediately removed, and speakers or others presenting harassing or unapproved content may be expelled from the conference space. Professionally inappropriate behavior during digital meetings also includes sharing one's screen or failing to mute one's audio without permission, or sharing meeting links with non-registered attendees.

Reporting Harassment or Scientific Misconduct: ICRS is committed to supporting a productive and safe working environment for everyone at ICRS meetings or events. Anyone who feels unsafe at an ICRS meeting or event should use a venue phone and ask for security. Persons experiencing or witnessing harassment – or inappropriate professional conduct of any kind -- are encouraged to report it to the Executive Director or a member of the Board of Directors, providing as many details as possible. Reports may be made anonymously, although ICRS can investigate and handle a complaint more effectively if the identities of both parties are known. In line with the ICRS Whistleblowing Policy, it is the responsibility of all ICRS members, employees, contractors, and volunteers to report concerns about violations of the ICRS Code of Conduct.

Follow-Up & Investigation: The ICRS's Executive Director has the responsibility to investigate reported complaints. If directed by the Executive Director, ICRS's Equality, Diversity & Inclusion (EDI) Committee will assist with any investigations and recommend appropriate action to the Executive Director.

An investigation will be conducted based upon the nature of the complaint and whether the complainant is willing to be contacted. In most situations, the ICRS representative will discuss the complaint details first with the individual filing the report, and may also contact the alleged offender. If a report is made by an individual who wishes to remain anonymous, the Executive Director will consider whether there is enough evidence to proceed with the investigation without further information.

ICRS will take action when appropriate to protect the safety and well-being of its members and other meeting attendees, not only for harassment/discrimination, but also for retaliation against those who make a report, or those who report an incident in bad faith. Actions may include removing an individual from a meeting or prohibiting an individual from attending future ICRS meetings, and/or rescinding ICRS membership. ICRS may also contact law enforcement authorities if it appears that laws were broken.

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Policy approved by the Board of Directors on May 2, 2024