

NYSCHP Participant Code of Conduct

Purpose

The purpose of this NYSCHP Participant Code of Conduct is to ensure that all members, volunteers, leaders, partners, and stakeholders engage in a **respectful, inclusive, and safe professional environment**.

NYSCHP is committed to:

- Fostering a community grounded in civility, professionalism, and mutual respect
- Ensuring interactions are free from harassment, discrimination, and bullying
- Promoting inclusion of diverse perspectives across New York's pharmacy community
- Complying with applicable federal, state, and local laws related to discrimination and harassment

This policy applies across all NYSCHP activities, including chapter meetings, educational programs, the Annual Assembly, virtual events, committees, communications, and social media engagements.

Who Must Follow This Policy

This policy applies to all individuals engaging with NYSCHP, including:

- Members
 - Chapter leaders and volunteers
 - Board and committee members
 - Educational speakers and presenters
 - Vendors, exhibitors, and partners
 - NYSCHP staff and contractors
 - Any participant in NYSCHP-sponsored or affiliated activities
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Expected Behavior

All participants are expected to:

- Conduct themselves with **professionalism, courtesy, and respect**
- Use inclusive, considerate, and civil language and behavior
- Avoid discriminatory, harassing, demeaning, or bullying actions or comments
- Report any behavior inconsistent with this policy to NYSCHP leadership or staff

Unacceptable Behavior

Examples of prohibited behavior include (but are not limited to):

Harassment or Discrimination

- Abusive, derogatory, or demeaning speech, writing, gestures, images, or actions
- Harmful comments or visuals based on personal characteristics (e.g., race, gender, religion, age, disability, sexual orientation, national origin, appearance)

Bullying and Intimidation

- Actions that demean, humiliate, or intentionally distress an individual or group
- Threats (real or implied) of professional, reputational, or financial harm

Inappropriate Conduct

- Unwelcome or intrusive personal attention
- Inappropriate use of sexual content, imagery, or references
- Physical assault, unwelcome touching, or any threat of physical harm
- Deliberate disruption of NYSCHP meetings, events, or online sessions
- Stalking or following individuals

Consequences for Violations

NYSCHP will not tolerate unacceptable behavior. Actions may include:

- Warning or reprimand
- Immediate removal from an NYSCHP event (in-person or virtual)
- Loss of eligibility for chapter or state awards, leadership roles, or committee appointments
- Suspension or prohibition from future NYSCHP events
- Formal referral to a member's employer or other relevant authorities (when appropriate)

NYSCHP reserves the right to take any lawful and appropriate action to ensure safety and uphold organizational standards.

Reporting and Investigation Process

Individuals who experience or witness unacceptable behavior are encouraged to report it promptly to **NYSCHP leadership or staff**.

NYSCHP will:

- Conduct a timely and thorough investigation
- Maintain the privacy of individuals involved to the fullest extent allowed by law
- Ensure no retaliation against anyone who reports a concern or participates in an investigation

Interference with the reporting process or retaliation against a complainant may result in further disciplinary action.

Information to Provide When Reporting (if possible)

- Name or description of the individual involved
- Description of the concerning behavior
- Time, location, and context of the incident
- Witnesses present
- Written or visual documentation (e.g., emails, texts, social media posts)

Effective Date

February 1, 2026