



Congress of
Neurological
Surgeons

One Neurosurgery Summit¹ Professionalism and Harassment Model Policy

I. Value Statement:

The values of Integrity, Respect, Compassion, Healing, Teamwork, Excellence and Mentorship are core to the profession of neurological surgery and guide our purpose, decisions and work. By conducting our work honestly, ethically and respectfully, we breathe life into these values and into the fabric of our organizations and the profession of neurological surgery.

II. Background:

When a diverse group of people comes together for a course, meeting or convention, the sensitivities can vary by individual. What may feel appropriate for one person based on beliefs or culture may not be appropriate for others gathered at the same event. The American Academy of Neurological Surgery (AAcNS), American Association of Neurological Surgeons (AANS), American Board of Neurological Surgery (ABNS), Congress of Neurological Surgeons (CNS) and Society of Neurological Surgeons (SNS) wish to establish that all participants at sponsored and organized events should have an opportunity equal with others to participate without being hindered by harassment and/or insensitive practices. Participants should be free from harassment and intimidation at all professional meeting events and all associated social events.

In order to set uniform expectations for behavior, the AAcNS, AANS, ABNS, CNS and SNS have collaborated to develop this professionalism and anti-harassment policy to be observed at all events sanctioned by these organizations.

III. Purpose:

The purpose of this policy is to state clearly that acts constituting harassment will not be tolerated. Furthermore, this policy will result in “harassment-related” complaints or reports being dealt with appropriately. Prohibiting harassment will create a safe environment for all attendees.

IV. Definitions:

Harassment is defined as engaging in a course of vexatious comments or conduct that is known or ought reasonably to be known to be unwelcome or offensive, and that is based on race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender, or disability, or any other basis proscribed by law.

Participant is defined as an attendee, vendor, guest, or individual involved in the event.

¹ Members of the One Neurosurgery Summit group include the American Academy of Neurological Surgery (AAcNS), American Association of Neurological Surgeons (AANS), American Board of Neurological Surgery (ABNS), Congress of Neurological Surgeons (CNS) and Society of Neurological Surgeons (SNS).

V. Prohibited Behavior:

Participants of any AAcNS, AANS, ABNS, CNS or SNS event will not engage in any behavior that will undermine or interfere with the goals and purposes of the event including, but not limited to:

- A. The use of offensive or insensitive language or behavior;
- B. The use of denigrating comments based on race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender or disability; or
- C. Harassment, threatening behavior or similar intimidation, or assault of other participants.

VI. Expectations of Host Organization:

- A. Each of the participating organizations has adopted, or will adopt, a Code of Conduct or other equivalent policy, consistent with this policy, which sets forth basic principles of equal and respectful treatment of others, non- harassment, and non-retaliation. Organizations hosting events should ensure that their Code of Conduct, or other equivalent policy, is easily accessible to meeting attendees.
- B. All participants of any participating organization's meeting/event will agree to abide by organization's Code of Conduct, or other equivalent policy, when registering for any meeting/event.
- C. All AAcNS, AANS, ABNS, CNS or SNS events will have a designated and published mechanism or mechanisms for reporting conduct that is prohibited by their respective Code of Conduct or equivalent policy.
- D. The host organization shall develop a procedure for investigating and resolving complaints.
- E. The host organization will designate and properly train an individual or individuals who is or are responsible for processing any complaints received pursuant to the organization's internal policies and procedures.
- F. The leadership of each of the AAcNS, AANS, ABNS, CNS or SNS will be responsible for the education of all of its staff members, board members, contractors and volunteers regarding this policy and that organization's associated processes.

VII. Complaints and Review:

Each organization's procedures for investigating and resolving complaints should be consistent with (and/or include) the following:

- A. In the event a participant believes in good faith that he or she has been harassed, she/he

should have the ability to immediately make a complaint by a mechanism identified by the host organization.

- B. In the event of a medical emergency, the participant should be encouraged to call 911 first.
- C. When a complaint is received, the designated individual(s) will review and process the complaint within a specified period of time.
- D. The organization will follow its own policies and procedures to investigate and respond to a complaint and, when necessary, confer with legal counsel.

VIII. Protections:

- A. Individuals will be protected from retaliation for reporting in good faith behavior or information which the individual reasonably believes is a violation of this policy.
- B. Each organization will provide participants an opportunity to make anonymous complaints through the available reporting mechanism(s).
- C. To the extent appropriate, the host organizations will endeavor to keep complaints, investigations and any findings related thereto confidential.