

Texas Academy of General Dentistry
Code of Conduct and Sexual Harassment Policy
For Inter-member relations

(Adopted 4 27 07)

The Texas Academy of General Dentistry (TAGD) endeavors to foster a positive environment in which its members will attain their professional, educational and social goals. It is the policy of the TAGD that every member is treated with respect and can associate together in a professional environment, free from all forms of sexual harassment, including conduct that could be interpreted as, hostile, intimidating or offensive. This policy prohibits not only conduct and language that constitute unlawful sexual harassment as defined by the courts, but all inappropriate behavior having sexual content.

- I. **Applicability.** This policy applies to all members and attendees of meetings of the TAGD, including TAGD members, non-TAGD members, speakers, volunteers and staff.

- II. **Code of Conduct:** TAGD strives to maintain the highest standards for professional conduct during all sponsored programs in Texas. All attendees at these events are required to adhere to this code of conduct including:
 - Compliance with all applicable laws, regulations, TAGD bylaws and TAGD policies.
 - All our decisions and acts are proper, in terms of our own sense of integrity and how they may appear to others.
 - We are honest, trustworthy, and fair in all our actions and relationships with, and on behalf of TAGD.
 - We maintain the proper level of confidentiality at all times with respect to information pertaining to members, patients, vendors, employees or the TAGD itself.
 - We protect all of TAGD's assets, including meeting facilities and equipment.
 - We act professionally and must respect the dignity of others.
 - We maintain a basic understanding of antitrust laws and how they apply to TAGD activities including prohibited discussions formally or informally of the following: fees charged to patients, methods by which prices are determined, division or allocation of markets or patients/customers, coordination of bids or request for bids, terms and conditions of sale, profit levels, levels or schedules of production or hindering the ability of non-members to compete.
 - We make a commitment to come to each educational session prepared to contribute to the overall success of the program by adhering to the presentation guidelines and restricting discussion during class time to the topics being presented.

- III. **Prohibited Conduct.** Sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that has the purpose or effect of creating a hostile, intimidating or offensive environment by any member is prohibited and not tolerated. Hostile environments can be created, but are not limited to: sexual innuendos, sexually offensive or suggestive remarks, offensive language, distribution of offensive material, including pornography, telling jokes or stories which may be offensive to certain people, unwanted touching, even if intended to be friendly or a fond gesture or greeting; asking invasive questions about family, spouse, age and lifestyle, addressing a member by terms such as "darling," "dear," "honey," "baby," etc.

Furthermore, courts have held that the above described behavior may be actionable against the association by an individual who, while not subject to such behavior, witnesses such behavior directed at another individual

- IV. **Required Reporting of Sexual Harassment.** Any person who believes that he or she has been subjected to or witnessed conduct that violates this policy should report the incident as soon as possible to the President of the TAGD. The President will cover the matter with the offending member. If the individual believes that the President is responsible for the conduct that violates this policy, then that person should report the conduct to the President-Elect.

All complaints of violations of this policy will promptly be investigated, and corrective action will be taken as determined by the TAGD to be appropriate under the circumstances.

All complaints under this policy are considered confidential and all members involved in the complaint are expected to take reasonable steps to protect the privacy of the individuals involved.

- V. **Retaliation is Prohibited.** It is a violation of this policy for any member to retaliate in any way against any other member who reports or cooperates in an investigation of an alleged violation of this policy. Any threat of retaliation or attempt to do so should be reported immediately as discussed in paragraph IV above.
- VI. **Sanctions.** Violation of this policy by a member is grounds for disciplinary action, up to and including expulsion from the program and or the TAGD.