



ISHRS Virtual Program Code of Conduct

The International Society of Hair Restoration Surgery (ISHRS) is committed to providing a professional, collegial, safe, productive, welcoming and respectful virtual meeting environment for all meeting participants and ISHRS staff, regardless of a person's race, color, ethnicity, national origin, citizenship status, age, religion, disability status, gender, gender identity, sexual orientation, genetic information, physical appearance, or other characteristic ("personal characteristics"). All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, ISHRS staff members, service providers, and all other attendees (each a "Participant") are expected to abide by this Virtual Program Code of Conduct. This Policy applies to all ISHRS meeting-related events, including those sponsored by organizations other than ISHRS but held in conjunction with ISHRS events, on public or private platforms.

The ISHRS expects individuals to uphold the professional and educational purposes of the ISHRS and its events by respecting the rights, privacy, safety, and dignity of all persons. The ISHRS expects individuals to exercise professionalism, consideration, and respect in their speech and actions. Furthermore, the ISHRS expects individuals to refrain from harassing speech and other harassing behavior.

The ISHRS has zero-tolerance for any form of discrimination or harassment. If you experience harassment or hear of any incidents of unacceptable behavior or you believe there has been a violation of this Policy, you are encouraged to send an e-mail to info@ishrs.org. Reports may be anonymous or attributed.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal or written abuse of any attendee, speaker, volunteer, exhibitor, ISHRS staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ISHRS staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by ISHRS throughout the virtual meeting. All participants must comply with the instructions of the moderator and any ISHRS virtual event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ISHRS reserves the right to remove such messages and potentially ban sources of those solicitations.
- Inappropriate, unnecessary, or irrelevant use of nudity and/or sexual images.
- Intimidating, harassing, abusive, defamatory, profane, discriminatory, derogatory, or demeaning speech.
- Sustained or repeated disruption of talks or other events.
- Express or implied threat of physical or professional harm.
- Actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior.
- Failing to stop unacceptable behavior when requested by a Participant or the ISHRS.
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.
- Conference attendees may take photographs during oral or poster presentations provided that the photographs are strictly for personal, noncommercial use, and not disruptive to the speaker or other learners.
- No video recording.

ISHRS reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and ISHRS reserves the right to prohibit attendance at any future meeting, virtually or in person.