



**ENTOMOLOGICAL
SOCIETY OF AMERICA**
SHARING INSECT SCIENCE GLOBALLY

2 **ESA Ethics Statement and Policy Overview**

3 The purpose of the Society is to promote the science of entomology in all its subdisciplines for
4 the advancement of science and the benefit of society, to publish and encourage publications
5 pertaining to entomology, and to assure cooperation in all measures leading to these ends. In
6 accordance with this purpose, The Society expects its members, staff, affiliates, and vendors to:

- 7 a. Treat all people with civility, avoiding harassment and discrimination,
- 8 b. Uphold the highest standards of truthfulness and honesty in all scientific and
9 professional endeavors,
- 10 c. Evaluate the work of colleagues fairly — with open-mindedness, courtesy, and respect,
- 11 d. Recognize past and present contributors to science and not claim credit for
12 accomplishments of others,
- 13 e. Disclose potential conflicts of interest,
- 14 f. Expose scientific and professional misconduct promptly,
- 15 g. Strive to make entomology a welcoming discipline for all who work with or study
16 insects, regardless of age, sexual orientation, gender identity and expression, race or
17 ethnicity, religion, disability, or other identity and demographic factors,
- 18 h. Comply with all laws and regulations that apply to our science and profession, and
19 i. Read, understand, and comply with the society’s ESA Ethics Statement and Policy
20

21 **ESA Ethics Statement and Policy**

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23 **Introduction**

24 This policy has been drafted to clearly outline expectations for members, meeting attendees,
25 contractors, vendors, employees, and others who interact with the Entomological Society of
26 America (ESA) (“Society Affiliates”). It also addresses some of the consequences for violations
27 of this policy. It is expected that any transaction with the Society (such as membership joining
28 or renewal, meeting attendance, nomination for office, or similar transactions) will include an
29 acknowledgement that the individual has read, understands, and agrees to abide by the
30 standards detailed in this policy. The overarching mission of these policies is to maximize the
31 excellence, integrity and contributions of the Society and the discipline, through high quality
32 work and professional, ethical, respectful, and inclusive conduct, climate, and culture.

33 These initial policies have been drafted through consultation with the ESA Ethics and Rules
34 Committee, the ESA Diversity and Inclusion Committee (including the Best Practices
35 Subcommittee), and the Societies Consortium on Sexual Harassment in STEMM -- a coalition of
36 leading professional associations in the fields of Science, Technology, Engineering, Math, and
37 Medicine (STEMM) of which ESA is a founding member and maintains a leadership role. These
38 policies may be modified at any time by ESA whenever it is determined by Society leaders to be
39 in the best interests of the Society.

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41 **Diversity and Inclusion Statement**

42 ESA is a professional organization dedicated to furthering the science and awareness of
43 entomology through the advancement and professional development of all its members. ESA
44 acknowledges and values all dimensions of diversity. Therefore, we welcome into our Society
45 and encourage the participation of all individuals who are interested in entomology regardless
46 of age, gender identity and expression, race, cultural background, religion, physical ability,
47 sexual orientation, professional status, geographic location, and all other characteristics that
48 make our members unique.

49 ESA actively promotes inclusion, recruitment, and retention in every aspect of the Society –
50 including but not limited to membership, leadership, committees, and staff. We strive to
51 cultivate a scientific society of excellence built on mentorship, encouragement, tolerance, and
52 mutual respect. ESA strives to proactively reject and denounce prejudice and stereotyping
53 whenever it is encountered or affects the Society or the profession.

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56 **Community Standards:**

57 The Society values high-quality research, education, professional practice, and service
58 combined with highly professional, ethical, and inclusive conduct, as fundamental to excellence
59 and integrity of the Society and the discipline of entomology and all participating in them. That
60 requires the following community standards, which the Society adopts, and requires all Society
61 Affiliates to practice when working directly with or for the Society. Although ESA cannot
62 mandate behavior for individuals in places or situations which are beyond the Society's scope, it
63 nevertheless encourages all others in the discipline to follow this guidance whenever possible:

- 64 • Engage in respectful, equitable and inclusive conduct and treatment of all those
65 engaged or contemplating engagement in the Society's community, as well as others in
66 the discipline.
- 67 • Do not retaliate against any person(s) who raise a conduct concern, or who assist in any
68 way to investigate or resolve it.

- 69 • Remain mindful of the physical and emotional safety of Society Affiliates and all others
70 in the discipline of entomology.
- 71 • Seek the advancement of the ability of individuals, groups, and entities to pursue and
72 share the full range of scientific ideas, popular and not, including bolstering creativity,
73 discovery, and service via robust and open exchange of scientific ideas.
- 74 • Encourage a climate where multiple scientific and professional perspectives may be
75 freely voiced.

76 It is not a violation of this policy to express an opinion, raise research, or describe an experience
77 (“articulation”) that is at odds with the opinions of or is offensive to others—if the articulation is
78 part of an on-point discussion of the work and is offered in a manner that does not interfere
79 with others’ reasonable ability and welcome to participate fully in the work. Society Affiliates
80 are cautioned to be mindful of the totality of this policy when making an articulation that others
81 might reasonably find to be offensive. To the extent possible, Society Affiliates are encouraged
82 to keep all interactions positive, allow respectful rebuttal of the articulation, avoid actions and
83 statements which might be reasonably expected to cause gratuitous offense, and treat others
84 with all due care and consideration if the articulation is showing obvious harm on others.

85 In the absence of evidence to the contrary, it is assumed that member and Society Affiliates will
86 act with good intentions and, as such, a community of mutual trust and respect is encouraged.

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88 **What to do if you have a conduct concern**

89 The Society will provide an email address (ethics@entsoc.org) through which conduct concerns
90 may be shared. For the conduct of this policy, the following definitions are agreed to:

- 91 • Reporter – The person(s) who contacts the Society regarding a concern. The Reporter is
92 not necessarily a member of the Society nor a Society Affiliate.
- 93 • Accused – The person(s) who is alleged to have violated this policy.
- 94 • Witness – The person(s) who were first-person observers of the alleged incident(s).
- 95 • Victim – The person(s) whom the policy violation is believed to have harmed.
- 96 • Ombudsperson – A third-party person or persons with whom the Society has
97 contracted or otherwise engaged to serve as an intermediary between Reporter,
98 Accused, Witness, Victim, and/or the Leads.
- 99 • Staff lead – The person(s) employed by the Society who is charged with overseeing the
100 implementation of this policy. Generally, this will be the Executive Director or the
101 Director of Diversity, Equity, and Inclusion.
- 102 • Volunteer lead – The President of the Society and/or the Vice President of the Society

103 The Society provides the following ways to raise conduct concerns within the reach of this
104 policy:

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- **Informally raising conduct concerns** may be done by alerting the Executive Director (or any other senior staff member); the President (or any other current ESA Officer); or the Society’s ombudsperson to an incident(s) via a telephone call or in-person. The information needed for a formal complaint (see below) is also generally helpful for the Society to act on an informal concern. However, information may be provided in a meeting or by phone, rather than in writing. An informal approach may also be pursued when an individual seeks to explore resolution options before deciding to identify the Accused or whether to file a formal complaint. An informal approach may also be desired if the Victim wants to report behavior to have it on record but does not seek a formal resolution or potential sanction by the Society.
 - **Formally filing a concern** is done when a written complaint is received by the Staff Lead and/or Ombudsperson. An expressed verbal concern may also result in a formal complaint, though the subsequent filing of a written complaint may still be required. A formal complaint is equally suitable when the person filing it seeks a formal resolution process or an informal resolution approach. There is no time limit or “statute of limitations” for reporting allegations, though it is understood that time lags in reporting may result in difficulties in completing an investigation (i.e., locating witnesses, obtaining documentation, etc.). A form may be provided by the Society (see below) in order to help the Reporter gather all of the needed information, though its use should be considered optional.

126 A formal complaint should include the following:

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- accused’s name, contact information, and affiliation with the Society (if known).
 - if the conduct concern is of a type that involves a victim, the name of the Victim(s) and contact information (if known).
 - name and contact information of the Reporter and how the Reporter became aware of the concern (see below for information on anonymous reporting);
 - names of any Witnesses or others with pertinent information, and contact information (if known).
 - description of the conduct concern, with the date, approximate time, location/setting/activity, and all known relevant facts and circumstances.
 - the provision(s) of this or other ESA policies that may have been violated, if known (optional).
 - a clear statement of any facts that may indicate any ongoing concern of imminent threat to safety of any person(s) or safety or condition of Property and the sources of such facts, with contact information if known.
 - any relevant documents available to the Reporter.
 - any other information that would help the Society understand the full nature of the conduct concern; who was involved and who and what may be affected; who

144 may have pertinent information and related context; and what responses the
145 Society may want to consider.

- 146 • **Anonymous formal and informal reports** may be submitted. More information is
147 required for a formal report. Anonymity may limit the extent to which the Society can
148 investigate and/or respond to the concern.
- 149 • **Confidentiality** is a protection for all parties involved. Whenever possible, a complaint
150 will be dealt with as confidentially as possible. When considering the level of
151 confidentiality to maintain, however, the Society will seek to balance a variety of factors
152 including, but not limited to, the rights of the Victim, the Witness, the Reporter, and the
153 Accused, as well as the protection and safety of the community at large. The Society
154 acknowledges that confidentiality is not always possible (and in some cases may not be
155 desirable). Confidentiality may not be maintained if, in the Staff lead's judgment and
156 discretion, safety or law requires otherwise. Limited disclosure of the identity of
157 individuals most directly involved may also be needed for the Society to carry out
158 various options to resolve a conduct concern.
- 159 • **Society members and Society Affiliates** are required to respect confidentiality of the
160 identities of any individual who is involved while it is being reviewed and resolved.
161 Failure to honor this responsibility is a serious violation of this policy.

162 All reports will be indefinitely kept on file and accessible to the Staff Lead(s), including their
163 successors. To aid in future investigations of allegations against repeat offenders, the reports
164 may be shared with the Volunteer Lead and/or the Ombudsperson.

165 **Investigations**

166 When credible evidence (refer to Definitions section of this policy) is received by the Staff lead,
167 the process for consideration of the allegation shall be as follows:

- 168 a. Complaint or Allegation is received by the Staff lead. The Staff lead shall review the
169 information and if the complaint is found to be a potential violation of the Society's
170 policies and potentially actionable by the Society, they will refer the matter to a three-
171 person panel which consists of the Society's Vice-President, the Chair of the ESA
172 Committee on Ethics and Rules, and the Executive Director. At this point any leader—
173 whether or not they are on the review panel—who was notified of the matter verbally or
174 in writing (e.g., cc'ed to an email which contained the complaint) should refrain from
175 making any written or spoken public commentary on the matter beyond what may be
176 required for the investigation to proceed. Confidentiality of the process is important to
177 protect the Victim and Accused.
- 178 b. The panel will review the allegation and if found to be credible, actionable, and a
179 violation of the Society's policies, begin the investigative process, as outlined below.
 - 180 • Within 60 days of undertaking a review process, the Society shall provide the
181 Accused notice of the Society's intent. This notice shall include an initial

- 182 overview of the allegation, a statement of the interests of the discipline being
183 served, and an overview of the forthcoming process.
- 184 • The Accused will have an opportunity to submit to the Society, within 14 days of
185 receiving a notice of intent, a written statement of any reasons why the Accused
186 believes it would not be in the best interests of the discipline for an investigation
187 and any potential sanction to be imposed.
 - 188 • After that 14-day period, whether or not a statement has been submitted, the
189 Society—through the Committee—will act in its discretion and decide whether
190 to continue with the investigative review process.
- 191 c. If undertaken, the investigation process may include
- 192 • Engagement of ESA’s legal counsel (or a similar, trusted advisor) as the primary
193 investigator.
 - 194 • Notification to the Accused, as described above.
 - 195 • Interviews with the Accused, the Reporter, the Victim, and any witnesses whose
196 input may be pertinent to the investigation.
 - 197 • A written finding by the investigator (i.e., a recommendation) once the
198 investigation is completed.
- 199 d. The panel will review the written finding from the investigation and accept or modify the
200 finding.
- 201 e. The Executive Director shall convey the outcome of the panel’s decision to the Accused,
202 the Reporter, and any Victims who indicated while being interviewed during the
203 investigative process that they wish to be notified of the outcome.
- 204 f. When notifying the abovementioned individuals of the outcome of the panel’s decision,
205 the Executive Director will also notify Victims or Accused that they may file appeals
206 within 60 days.
- 207 g. Appeals to the finding shall be received by either the Executive Committee of the ESA or
208 the Governing Board of the ESA.

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210 Findings

211 The Society may decide to enact Consequences (see below) to serve the objectives of this
212 policy whenever:

- 213 • A finding of ethical misconduct has been finally determined to have occurred through an
214 investigation, determination, and/or adjudication by a court of law (or similar legal
215 entity), corporation, academic institution, or similar organization.
- 216 • A representative of the Society (i.e., employee, elected/appointed volunteer leader, or
217 other leading representative from the Society) was a first-hand witness to a serious
218 ethical lapse which is then promptly reported to the Society.
- 219 • Credible evidence exists of a serious ethical misdeed by an individual or a pattern of
220 ethical misdeeds.

- An individual admits to a serious ethical breach.

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223 The Society accepts that it may be constrained from investigative or corrective action by
224 external factors that would limit its ability to fully investigate allegations. These actions include
225 instances such as institutions that allow individuals to resign, retire, or transfer when they face
226 accusations of misbehavior. To that extent, ESA strongly encourages all professional
227 institutions in the entomological community to establish and enforce strong codes of conduct
228 and hold their employees accountable when they are found to have violated those policies.

229 To support ethical conduct within the discipline of entomology, the Society will annually report
230 on ethical incidents which were reported. The reports will be provided to the Governing Board
231 and the membership, though varying information may be provided to each. To the extent
232 possible, these reports will protect the confidentiality of all parties.

233 The ESA Committee on Ethics and Rules should annually review this policy to ensure its
234 continued efficacy. Proposed updates should be brought to the Governing Board for review and
235 adoption.

236 **Definitions**

237 An inherent challenge when doing ethics work is agreement on definitions of what is (or is not)
238 an ethical violation; what constitutes credible evidence; and what level of sanction is
239 appropriate for each determined violation. The Society acknowledges that this process is likely
240 to never be complete nor perfect. The intention of this policy is to strive toward equity and the
241 minimization of incidences of unethical conduct. For the purposes of this policy, the following
242 definitions are hereby made:

- **Unethical behavior** shall be defined as that which is a flagrant violation of established and known rules of the Society or work institution, or of local, state, national, or international laws; and/or (b) unwanted behavior directed against one or more individuals which would be considered grossly unprofessional by a reasonable standard of decency (particularly when those individuals may be on the lesser side of a power dynamic). Behavior which is found to be a relatively minor offense, is not part of a larger pattern of unethical conduct, or is a case where the Accused shows convincing contrition shall be judged by a less severe standard than other allegations.

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- **Credible evidence** shall be defined as a written allegation which is likely to be believed. To be “credible” evidence need not but may be supported by (a) physical or otherwise tangible evidence (i.e., audio recordings, emails, etc.) which lends credence to the allegation; and/or (b) that which comports with other similar accusations of unethical behavior against the same individual, whether or not the incident in question is the same or occurred at the same institution. The allegation should also include specific details of how the alleged behavior is a violation of ESA’s policies.

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260 In judging credibility, the closer the evidence gets to a Victim's or first-hand account,
261 the more heavily it may be weighted. That is, a Victim's account or a first-hand witness
262 account will likely be judged to be more credible than a contemporaneous account (i.e.,
263 where the Victim immediately reported the incident to a 3rd party who, in turn, reports
264 it to ESA), which shall be more credible than a second-hand account).

- 265
- 266 • **Sanctions** may range from a verbal or written warning up to and including a
267 permanent ban on participation in any ESA activity such as membership, meetings, or
268 publishing in the journals. Sanctions for any behavior found to be a violation of ESA's
269 policies may vary according to any or all of the following:
 - 270 a. the severity of the offense as determined by the three-person panel using the
271 standard of "how would a reasonable individual member of the Society view
272 this action?";
 - 273 b. the recency of the behavior;
 - 274 c. the damage caused by the behavior;
 - 275 d. the number of individuals negatively impacted by the behavior;
 - 276 e. the frequency of the behavior being judged;
 - 277 f. the strength of the evidence presented;
 - 278 g. whether or not the Victim is willing to commit themselves to being a part of the
279 accusation;
 - 280 h. any restorative justice wishes of the Victim of the alleged improper behavior
281 (i.e., should the sanction weight more toward punishment of the offender or
282 repairing any harm caused?) and
 - 283 i. the level of contrition shown by the Accused.

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- 285 • **Actionable** is a legal term which tends to infer that there is sufficient evidence for a
286 legal suit to be filed. In this policy, however, the word is defined by a slightly lesser
287 standard: actionable in this policy means that the allegation presented has been found
288 to be reasonably credible and that there is a reasonable chance that the Society would
289 be able to procure evidence to substantiate or disprove the allegation(s). As an
290 example, an allegation where a Reporter/Victim states that the Accused was verbally
291 abusive to the Reporter/Victim in a private conversation, the case may be credible but
292 is possibly not actionable if the Honoree denies the allegation **and** no additional
293 evidence is available. Admissions, evidence or prior abusive conduct, witness reports
294 and other evidence ESA deems credible can be considered. Since a pattern of
295 behavior may be established over time by multiple instances of credible but un-
296 actionable allegations, the Society encourages reporting of all serious ethical breaches.
297 Even when a claim is actionable, however, it may not result in a finding of fault.

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- 299 • **Awareness** of a potential ethical conduct issue is defined as when the Executive
300 Director or their designee has been made aware of the allegation.

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302 **Consequences**

303 ESA provides formal and informal processes for resolving reported conduct concerns. Short-
304 term measures may be taken or required to be taken and may impose restrictions and other
305 consequences on individuals on a temporary basis while a conduct concern is being reviewed
306 and resolved. A process governs these actions for effectiveness to serve the ESA's mission,
307 strategic principles, this policy, and the betterment of the entomological community.
308 Consequences of violating this policy may include (including combinations of) the following:

- 309 • Public or private reprimand or statement;
- 310 • Suspension, revocation, or permanent denial of membership and associated privileges;
- 311 • Suspension or permanent denial of the privilege of publishing in ESA publications;
- 312 • Permanent expulsion from affiliation and/or contact with the Society (for egregious
313 misconduct in severity or frequency);
- 314 • Removal or suspension from a volunteer position;
- 315 • Removal or suspension from a leadership position (whether employee or volunteer);
- 316 • Denial or revocation of honors or awards;
- 317 • Suspension or permanent prohibition from attending, exhibiting at, sponsoring, or
318 making presentations at Society meetings;
- 319 • Temporary or fixed-term no-contact requirements for the accused and identified
320 victim(s);
- 321 • Notification by the Staff lead of the Society's determination of a violation (the
322 allegations, facts and conclusion) to the home institution (employing, visiting, educating
323 or where there is another appointment);
- 324 • Disciplinary action, up to and including suspension or termination of employment for
325 Society employees; and
- 326 • Restorative or community-building practices (which may be pursued to address conduct
327 concerns even without a determination of a violation of the Policy).

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329 **Disclosures**

330 All Society Affiliates are required annually to acknowledge (disclose) and affirm in writing that
331 they have read and will abide by this policy. Some Society Affiliates are required to make
332 additional disclosures on an annual basis and when there are changes. Other Society Affiliates
333 are required to made additional disclosures before participating in a Society activity or
334 performing any service for the Society, as well as annually and when there are any changes, so
335 long as that activity or service continues. The required actions and forms will be incorporated
336 into various transactions, such as meeting registration, membership application and renewals,
337 and manuscript submissions. All Society Affiliates are responsible for knowing and satisfying
338 these requirements.

339 **Policies Specific to Allegations of Ethical or Personal Misconduct by Honorees**

340 The purpose of this policy is to address cases where personal and professional conduct
341 intersects with ESA’s various forms of recognition, including Awards and Honors, appointed
342 and elected leadership, and other professional recognition (referred collectively herein as
343 “Honors”).

344 It is the intent of the Society to create a framework for addressing lapses in professional ethics
345 and conduct by individuals related to ESA’s Honors. Situations may arise where ethics in the
346 conduct of an individual’s personal affairs cast serious doubt on that individual’s fundamental
347 ethics. However, unless personal conduct cases are found to be egregious or extreme, the
348 Society only considers conduct in the context of a professional setting. A professional setting
349 includes personal behavior which occurs during a professional trip (e.g., personal conduct in a
350 bar or restaurant while on travel to an ESA conference). Credible evidence of an illegal act of
351 violence or a serious breach of ethics in an individual’s personal life may also be sufficient
352 grounds to cast serious doubt on their fundamental ethics and thus justify revoking,
353 suspending, or withholding ESA Honors.

354 When an evidence-based allegation regarding an act of questionable ethical intent or impact
355 arises in the context of an ESA event or programming, the Society’s Ethics in Entomology
356 Statement shall be the governing policy.

357 The Society finds that determined unethical conduct of a current or prospective holder of an
358 Honor—as well as credible, but undetermined, questions about the ethical conduct of such an
359 individual—can contribute to longstanding structural and systemic barriers in the discipline.
360 Consequently, to ensure excellence in member development, the society will generally not
361 confer any honor on any individual whose conduct has been determined to be severely
362 unethical and may impose a waiting period on those who have been found to be guilty of more
363 minor ethical lapses.

364 The Society will not confer any Honors on any individual whose ethical conduct is the subject of
365 a serious and credible evidence-based allegation known to the Society, so long as the matter
366 has not been finally determined to the Society’s satisfaction. Determined unethical conduct may
367 also justify suspension, withholding, or revocation of Honors and a credible evidence-based,
368 but unresolved, allegation of ethical conduct may justify these actions. As appropriate, incidents
369 and credible evidence-based allegations would be investigated as described elsewhere in this
370 policy.

371 The Society retains the right to grant, defer, or withhold an Honor to any person. The Society
372 also retains the right to revoke or suspend an Honor already granted if, in its judgment and
373 discretion, the Society determines that revocation is in the best interests of the Society and
374 discipline. Suspension means the Honor (and the ability of the recipient to exercise any

375 associated privileges and rights) are held in abeyance until such a time when the Society
376 determines—at its discretion—that the Honor may be reinstated or revoked.

377 Nominators who are aware of an allegation against a nominee have an ethical obligation to
378 inform ESA of the allegation as part of the submission process or as soon as they are aware of
379 the allegation. Further, a person who is being considered for Honors (upon becoming aware of
380 being considered), or who holds Honors, has a continuing duty to disclose to the Executive
381 Director the existence of any fact, situation, or circumstance that could be considered relevant
382 to the Society’s decision whether to award the Honors under provisions of this policy. Failure to
383 make a disclosure may result in the Society withholding, suspending, or revoking Honors, in the
384 Society’s discretion.

385 While a potential conduct matter is being reviewed and/or investigated, when the individual in
386 question is not yet an Honors holder and is merely being considered for such, this notification
387 and review process may, in some circumstances, delay the ability of an individual from
388 competing for an Honor until the matter has been resolved. If the Accused is ultimately cleared
389 of the allegation, they may once again compete for Honors. In some instances (i.e., time-limited
390 Honors) this may require the Society to be more lenient in interpretation of the Society’s Honors
391 rules.

392 At the conclusion of the investigative process, the investigator and panel shall turn the matter,
393 including the recommendations, over to the Executive Director. The investigator may
394 recommend that the Society do nothing, or suspend, revoke, or withhold Honors for the
395 individual. In serious cases, the recommendation may also go further and seek banishment from
396 the Society or other outcomes. Upon receiving the recommendation, the Executive Director
397 shall be charged with making a final determination. Appeals may be made by the individual
398 being sanctioned as described in the Investigations portion of this policy.

399 **Special Circumstances – Honors Held by Incapacitated or Deceased Individuals**

400 Special circumstances arise when previous unprofessional and unethical conduct of a deceased
401 individual or an individual who becomes permanently incapacitated who holds Honors is
402 alleged. The Society will exercise its discretion to address such situations on a case-by-case
403 basis and may determine that no action is needed, without heightened concerns. It will consider
404 the following:

- 405 • A deceased or permanently incapacitated person is unable to participate in an informal
406 investigation or process and is unable to defend against allegations or to participate in
407 restorative remedies.
- 408 • A deceased or permanently incapacitated person cannot continue unprofessional and
409 unethical conduct, eliminating threats that the conduct will be ongoing. The same may
410 be true for individuals experiencing certain forms of permanent incapacitation.

- 411 • Unless heightened concerns for continuing impact on the discipline exist, the need to
412 protect the interests of the discipline in eliminating barriers to inclusion may be limited,
413 and the interest of fairness to the Accused may be greater.
- 414 • Heightened concerns for impact on the discipline may exist when the act of
415 unprofessional and unethical conduct has been determined during a person’s lifetime (or
416 after death and is established by unequivocal facts) and is highly egregious (respecting
417 a single event or frequency). This is particularly so when the deceased or permanently
418 incapacitated individual is very prominent in the discipline, or the Honors held is/are
419 exceptional, or there is a named Honor continuing to be conferred on others.
- 420 • When action is warranted, it may range from revocation of Honors to a statement
421 regarding intolerance of the conduct. Revocation is an extraordinary remedy. The
422 Society will exercise its judgment on a case-by-case basis. If a statement is made, the
423 Society would speak to intolerance of the conduct, without judging or stating whether
424 the conduct occurred, and without adding commentary to any existing determination
425 made on the subject. When a statement is made, the Society may include examples of
426 types of unprofessional and unethical conduct faced and consequential actions taken
427 under the Society’s current policy generally, to demonstrate the authenticity of its
428 intolerance for the type of conduct and mitigate impact on the discipline.

429 The Society is not expected to newly investigate a question of professional and ethical conduct
430 related to a deceased Honoree.

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Reporting Misconduct to the Entomological Society of America

This optional form may be used to report allegations of misconduct by a Society Affiliate (Member, Leader, Staff, Contractor, Vendor, Exhibitor, Attendee, etc.) It is to be submitted to the Society's Executive Director, Chris Stelzig at ethics@entsoc.org. Please include additional pages and documentation as necessary and appropriate. To the extent possible, this matter will be treated confidentially.

Your name (Are you the Victim? No Yes) _____

Your affiliation and contact information _____

Victim's name and contact information (if different than Reporter) _____

Accused's name _____

Accused's affiliation (Employer or other Institution) _____

Accusation (Explain the incident(s) and how ESA's policies were violated) _____

Has the Accused's affiliation been notified of this incident(s) No Yes (detail the outcome)

Are there any known conflicts of interest in this matter? No Yes (provide details below)

Names/affiliations/contact for any witnesses to the incident(s): _____

Please attach any supporting documents and **sign/date below that you attest this is true:**
