

2023 ETHICS REPORT

The Geological Society of America (GSA) continues to infuse integrity and excellence into everything we do. We have proactively trained hundreds of people to promote ethical, professional conduct in our events and every facet of our membership. Through our fair, robust complaint channels, we investigate every complaint and impose discipline when violations are found. Our governing body, the GSA Council, oversees these practices to make sure they are effective and drive continuous improvement.

In 2023, GSA continued to refine its approach and make process improvements, as needed, to prevent small issues from becoming bigger problems. Examples include expanding the reach of our [Session Chair Guidelines](#),

training mentors, and focusing on the resources needed to promote respectful, inclusive events.

We also launched a new ethics hotline in 2023, which allows event participants to ask questions and raise concerns openly or anonymously. GSA has long believed that our events are most successful when everyone can fully participate in a safe, professional atmosphere, free of unwelcome, improper conduct. The new reporting tool augments existing procedures by making it easier for participants to report concerns and to do so anonymously. Back-end case management software improves GSA's ability to monitor trends and ensure that individual reports cannot be swept under the rug.

Ethics Cases Over the Years

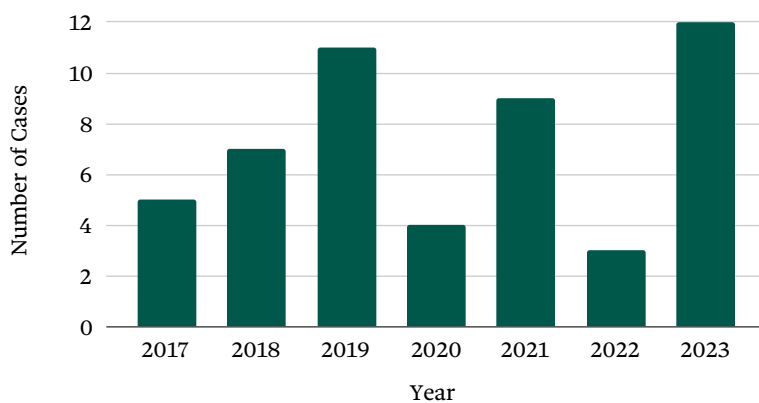
Over the past several years, GSA has prioritized ethics case tracking because having such data enables GSA leaders to monitor the effectiveness of our ethics policies.

GSA began tracking ethics cases in 2017, when GSA rolled out the [Events Code of Conduct](#). In 2019, GSA expanded its tracking capabilities after hiring an ethics officer and launching an enforceable ethics policy for members: the [Code of Ethics & Professional Conduct](#). During this time,

GSA also began centrally tracking publishing complaints involving GSA's [Ethical Guidelines for Publication](#).

Because the Society's approach to ethics is relatively new and consists of several distinct ethics policies, it is difficult to make an apples-to-apples comparison. Nonetheless, since 2017, GSA has received a total of **51 ethics complaints**. The following numbers illustrate the types of cases and results we have seen thus far.

Ethics Cases Filed By Year



To learn more about our ethics initiatives, visit [GSA's Ethics Homepage](#).

Please direct any questions, comments, or feedback to ethics@geosociety.org.

Ethics Cases By Policy Type

- Events Code of Conduct: 31
- Code of Ethics: 15
- Ethical Guidelines for Publication: 5

Ethics Cases By Issue Type (top 3)

- Discrimination/Harassment: 22
- Bullying or Personal Attacks: 9
- Scientific Misconduct: 4

Ethics Cases By Outcome*

- Violations: 18
- Inconclusive or Unsubstantiated: 29
- Referred: 4

*GSA investigates every complaint and imposes discipline and/or corrective action when violations are found. Cases are referred when the allegations relate to another entity such as the employers of event security or hotel personnel.