



## ASHG Connect Code of Conduct

Welcome to ASHG Connect. We're so glad you've decided to participate in our online community! This is where you can actively communicate with ASHG members, staff, and leadership and meet others with similar ideas, interests, and issues. We hope that through

regular dialogue and information sharing, you will form new, stronger professional and personal connections within the scientific community.

This is your community, so please help us keep it friendly and sound. ASHG Connect is maintained as a resource for productive, informative, civil, and respectful discourse. **By joining and using ASHG Connect, you agree that you have read, understood, and will follow all rules and guidelines outlined here.** Members should abide by the ASHG [Code of Ethics](#) in their communications on ASHG Connect, as in any other aspect of their professional activities.

Users of ASHG Connect are solely responsible for the contents of their communications on ASHG Connect. Postings and discussions will be monitored to ensure that users are adhering to conditions. Although access to ASHG Connect is restricted, users are not assured of the confidentiality of any content posted to ASHG Connect. As with any content posted online, posts are not immune from being reproduced or discussed elsewhere. You are there reminded not to post content that, if shared in other contexts, you would regret posting.

ASHG reserves the right to immediately remove any and all postings that violate the terms of use or that ASHG determines to contain inappropriate content, particularly that which violates the legal rights of others or that is stated in an offensive manner, but ASHG does not preview posted content. ASHG therefore cannot warrant or guarantee that content posted on ASHG Connect is accurate or complete. In addition, ASHG reserves the right to temporarily and/or permanently suspend user accounts in continued violation of these terms, which will be at the full discretion of the ASHG Connect site administrators.

The opinions, views, positions, policies, and goals posted to, or available on or through, the ASHG Connect site do not necessarily represent/reflect those of ASHG (staff, board, and committees).

If you notice a user is in violation of the terms of use, or if you have a technical question, please contact ASHG at [membership@ashg.org](mailto:membership@ashg.org).

### User Etiquette & Rules for Posting Content

ASHG is committed to fostering a welcoming environment that is safe, collaborative, and productive for supporting dialogue and discovery for all ASHG Connect users and values the participation of all ASHG members.

Use of ASHG Connect requires the practice of respectful communication, as well as an understanding of the difference between opinions/constructive criticisms as opposed to derogatory/negative comments. Please don't challenge or attack others. The discussions are meant to stimulate conversation and not to create contention. Let others have their say, just as you may.

### ASHG expects you to follow these general rules:

- When posting items in our collaborative environment, please indicate if the item is not available for reuse. It's also advisable to contact the owner of any material if you would like to reuse it (see copyright provision below).
- Post your message or documents only to the most appropriate communities. This helps ensure all messages receive the best response by eliminating "noise."
- You must not send, post, or otherwise promote commercial products, services, or events (or those of other nonprofit organizations) except for sales or promotion of ASHG merchandise and events. Links intended to gather leads by collecting email addresses or other contact information in exchange for resources, webinars, etc., are likewise prohibited. ASHG maintains a [calendar of interest](#) where information about other events may be posted if ASHG determines they are appropriate for our community.
- Respect the purpose of the community. Use the community to share successes, challenges, constructive feedback, questions, and goals. If you've found a product or service helpful, please share your experience with the group in a respectful way.
- You must not send, post, or otherwise promote offers for contests, giveaways, or sweepstakes.
- You must not send, post, or otherwise promote surveys. If you have an idea for a useful survey, you can propose it to ASHG staff for consideration.
- You must not post content that is defamatory, abusive, profane, threatening, offensive, pornographic or sexually explicit, or violent. \*This standard applies to your profile picture (e.g., no violent slogans on profile attire).
- You must not post content that is tortious, invasive of others' privacy, or is hateful or racially, ethnically, or otherwise discriminatory.
- You must not knowingly post any spam, documents, files, or other content that contain viruses, corrupted files, or other materials that may cause damage to another's computer.
- You must not use the site to do anything unlawful, misleading, malicious, or discriminatory.
- Messages should not be posted if they encourage or facilitate members to arrive at any agreement that either expressly or impliedly leads to price fixing, a boycott of another's business, or other conduct that constitutes an unreasonable restraint on trade or competition, in violation of antitrust laws.
- You are not permitted to post job announcements on ASHG Connect. We encourage members to post jobs on the ASHG Career Center.
- Messages that encourage or facilitate an agreement about the following subjects are inappropriate: prices, discounts, or terms or conditions of sale; salaries; profits, profit margins or cost data; market shares, sales territories or markets; allocation of customers or territories; or selection, rejection, or termination of customers or suppliers.

### **Violation Policy**

Please take note of our "Three Strikes" policy for those participants who violate the Code of Conduct for violations that, in ASHG's sole discretion, do not warrant immediate removal:

1. Upon the first violation, the participant will receive a written warning from an ASHG staff member.
2. A second violation will result in a three-month suspension from ASHG Connect.

3. A third violation will result in immediate and permanent suspension of all ASHG Connect privileges.

ASHG reserves the right to skip one or more of these steps if, in its sole discretion, it determines is so egregious as to warrant immediate temporary or permanent suspension.

Conduct on ASHG Connect that violates ASHG's [Code of Conduct](#) may also be handled under that policy.

### **Copyright**

By posting content on any ASHG discussion, or ASHG group page or individual profile housed in the ASHG site, you warrant and represent that you own the copyright with respect to such material, or have received permission from the copyright owner. In addition, you grant ASHG and users of this list the nonexclusive right and license to display, copy, publish, distribute, transmit, print, and use such information or other material.

It is the sole responsibility of the user to ensure that the posted content is accurate and does not infringe or violate the intellectual property rights or other rights of third parties.

### **Participant Liability**

Information posted is available for all to see, and comments are subject to all laws concerning libel, slander, harassment, verbal assault, and antitrust issues.

### **Participant Security**

Users acknowledge and agree that any material downloaded, or otherwise obtained, through ASHG Connect is in the User's sole discretion and risk, and that the user will be solely responsible for any damage to the user's computer systems or loss of data that may result from the download of any such material from the site.

You are responsible for maintaining the confidentiality of your ASHG Connect password and account information and are fully responsible for all activities that occur under your password or account. Users agree to immediately notify ASHG of any unauthorized use of passwords or any other breach of security. ASHG will not be liable for any loss or damage arising from your failure to maintain the confidentiality of your password and account.

### **Limitations on ASHG Liability**

By posting content on any ASHG discussion string, or ASHG group page or individual profile housed in ASHG Connect, you agree to indemnify ASHG, all other participants, and any other person or entity affiliated with either site, from and against any and all third party claims, demands, liabilities, costs or expenses, including reasonable attorneys' fees, resulting from content you posted to either site or from a breach of these posting restrictions.

The ASHG Connect site has security measures in place to protect the loss, misuse, and alteration of information under our control. However, we cannot guarantee that information will not be lost, misused or altered, and ASHG shall not be responsible for any harm that you or any person may suffer as the result of a breach of security.

The ASHG Connect site is operated solely for educational and non-profit purposes of ASHG. Posted materials are provided to you "as is" without warranty of any kind, either express or implied, including but not limited to, implied warranties of merchantability and fitness for a particular purpose. ASHG does not warrant that the functioning of the site/software will be

uninterrupted or error-free, that defects will be corrected, or that the server(s) that makes the site/software available are free of viruses or other harmful components.

### **ASHG Privacy Policy**

ASHG is committed to safeguarding the privacy of our website visitors, members, and all other ASHG stakeholders. To do so, we strive to engage in competent data management. We recognize that your privacy is important to you, and we therefore take the privacy of your personal information seriously as we work to advance our social purpose and the business underlying it.

ASHG takes your privacy seriously and only processes and collects data necessary for serving our members and advancing our mission. Click [here](#) for our full Privacy Policy.