

## Code of Conduct for ACPAAdvisors CommUnity website

ACPA Code of Ethics and Professional Conduct Members of the American College of Physician Advisors (ACPA) are committed to professionalism, integrity, diversity and equity. We strive to provide a safe and productive environment free of harassment, discrimination, or hostile conduct. We recognize a shared responsibility to create and maintain that environment for the benefit of all. As such, any form of harassment or discrimination is prohibited. ACPA promotes equal opportunities and treatment for everyone, regardless of gender, sexual orientation, gender identity/expression, physical or mental ability, disability, physical appearance, ethnicity, religion, political affiliation, or nationality. By joining ACPA or participating in ACPA-sponsored activities, you agree to adhere to this Code of Ethics and Professional Conduct.

Thank you for being part of the ACPAAdvisors CommUnity website. To ensure a positive and respectful environment for all members, we have established the following guidelines and rules:

### General Guidelines:

1. **Respectful Behavior:** Treat all community members with respect and consideration. Do not demean, attack, or harass others.
2. **Commercial Messages:** Avoid posting commercial messages. Directly contact individuals for product or service information. No unsolicited contact to promote products or services.
3. **Employment Opportunities:** Refrain from posting employment opportunities or conducting employment searches within ACPA communities. Employment opportunities can be accessed on [ACPA Job Board](#).
4. **Product Discussions:** Exercise caution when discussing products or companies to avoid libel, slander, or antitrust violations.
5. **Prohibited Content:** Do not post defamatory, abusive, profane, threatening, offensive, or illegal materials.
6. **Surveys:** Only post surveys approved by ACPA. Non-academic and commercial surveys are prohibited.
7. **Solicitation:** Advertising external products, services, fundraising, or events within posts is not allowed.

### Discussion Group Etiquette:

1. **Signature Tag:** Include your name, affiliation, and location in all messages.
2. **Subject Line:** Clearly state the topic of your comments in the subject line for easy reference.
3. **Community Messages:** Group posts should be beneficial to the entire community; avoid personal acknowledgments.

## Legal Considerations:

1. **Disclaimer:** Posts reflect the views of individual members, not ACPA. We disclaim all warranties regarding posted information.
2. **Content Restrictions:** Comply with all applicable laws. Do not post protected health information under HIPAA regulations.
3. **Antitrust Policy:** Federal antitrust laws strictly prohibit discussion of any elements of a company's operations that may influence price such as cost of operations, supplies, labor or services or profit margins.
4. **Disclaimer for links that result in fishing:** ACPA implements commercially reasonable security measures to help protect against unauthorized access to or unauthorized alteration, disclosure, or destruction of data.

## Behavioral Expectations:

1. **Harassment and Discrimination:** Harassment or discriminatory behavior based on any characteristic (e.g., gender, sexual orientation, race, religion) is strictly prohibited.
2. **Grounds for Exclusion:** ACPA may exclude members or vendors for violating the Code of Conduct, engaging in dishonest practices, or compromising confidentiality.

**Reporting:** Any incidents of harassment or discrimination should be reported promptly to the ACPA Administrative Director, Parthavi Das, or ACPA President for investigation. If you have questions, please direct them via the Contact link on this site or by clicking [here](mailto:parthavi@frontlineco.com) (parthavi@frontlineco.com). All complaints will be treated seriously and investigated promptly. Confidentiality will be honored to the extent permitted. Complaints against ACPA members will be investigated in accordance with ACPA bylaws.

**Monitoring and Enforcement:** ACPA does not actively prescreen, verify, or edit the content posted by users in the ACPAdvisorCommUnity. However, ACPA reserves the right to monitor any and all information transmitted or received through ACPAdvisorCommUnity. ACPA, in its sole discretion and without further notice to you, may review, censor, or prohibit the transmission or receipt of any information that ACPA deems inappropriate or that ACPA determines violates its Terms. ACPA has the sole discretion to enforce these terms.

By participating in the ACPAdvisors CommUnity website, you agree to adhere to these guidelines and uphold the principles of professionalism, integrity, and respect.

**Grounds for Exclusion or Expulsion:** An ACPA Community member may be excluded from participating in the ACPAdvisors CommUnity website, membership in ACPA or from attending or participating in ACPA events if they:

- Engage in conduct that violates the ACPA Code of Ethics and Professional Conduct [ACPA Code of Conduct](#)
- Engage in discriminatory or harassing behavior towards attendees, other vendors, or staff
- Misrepresent their products, services, or credentials

- Engage in dishonest, fraudulent, or unfair business practices
- Violate confidentiality agreements or infringe upon the intellectual property of others
- Participate in any activity that reflects poorly on ACPA