



Canadian Fertility and Andrology Society Policy No. POL-MB-049

CFAS Code of Conduct Policy -2025

Organization:	Canadian Fertility and Andrology Society
Policy:	CFAS Code of Conduct Policy
Created on:	June 2025

SECTION 1. PURPOSE

The Canadian Fertility and Andrology Society is dedicated to fostering a respectful, safe, and inclusive environment for all individuals engaged in advancing fertility health and providing fertility care and education. This Code of Conduct outlines the expected standards of behavior for members of the Society in all forms of participation —whether engaging online, attending events in person, or interacting with staff, stakeholders, and fellow members. The Code of Conduct is in place to outline the professional expectations of CFAS membership and help preserve the integrity of the CFAS as the leading voice of Assisted Reproductive Technology in Canada. Our shared goal is to uphold a culture of respect, integrity, and accountability.

SECTION 2. SCOPE

This Code applies to:

- CFAS Members
- Volunteers and Advisory Contributors
- Partners, Collaborators, and Event Attendees
- Contracted Services

It governs behavior in:

- Online spaces (social media, forums, webinars, committee meetings)
- In-person Society events (conferences, panels, social gatherings)
- Any communication or engagement involving CFAS stakeholders or the wider fertility community at CFAS events, when representing CFAS, or tangentially as a professional belonging to CFAS

SECTION 3. POLICY AND PROCEDURE

CFAS Code of Conduct

3.1 Expected Conduct

Members are expected to:



- Treat others with care, dignity, fairness, and respect—both online and offline
- Embrace diversity and foster an inclusive environment where all voices are welcome
- Adhere to Society policies and applicable laws, including anti-harassment, anti-discrimination, and privacy regulations
- Protect confidential and personal information entrusted by the Society or its members
- Communicate respectfully, in a responsible and thoughtful manner, both in message and delivery, in public, private, and professional channels
- Represent CFAS positively in any forum, whether physical or digital

3.2 Behavior at Events and Public Engagements

While participating in CFAS-hosted or affiliated events or meetings, members must:

- Respect differing viewpoints and reproductive health practices
- Maintain professionalism in public comments, especially where CFAS is referenced
- Exercise sound judgment regarding alcohol and language at social functions
- Avoid behaviors that undermine the Society's reputation or commitment to inclusivity

3.3 Online Engagement

In digital spaces, members are expected to:

- Foster constructive, respectful, and inclusive discussions through content creation
- Avoid sharing false, confidential, inflammatory or disrespectful content
- Not speak on behalf of CFAS unless expressly authorized
- Refrain from cyberbullying, harassment, or discriminatory remarks
- Be mindful of tone, language, and impact when expressing opinion or sharing professional advice

3.4 Unacceptable Conduct

The following actions are strictly prohibited:

- Harassment, bullying, intimidation, or abuse—verbal, sexual, or otherwise
- Sharing of private information without consent
- Discrimination based on identity, beliefs, or background
- Retaliation against anyone for reporting inappropriate behavior
- Any behavior that disrupts or endangers the safety, dignity, or reputation of others or the CFAS

3.5 Reporting and Accountability



Concerns or breaches of this Code (either as the receiving party or observer) should be reported to:

- CFAS Executive Director and/or officers of the CFAS Board (President, Vice-President, Treasurer)

All reports will be taken seriously, handled in a timely fashion and remain confidential.

3.6 Enforcement and Disciplinary Action

Substantiated violations may result in one or more of the following actions, depending on the severity and context:

- Meeting with the CFAS ED and/or Board officers
- Written warning or formal notice to cease behaviour
- Temporary or permanent suspension of membership or event access
- Required mediation or corrective training
- Referral to legal or regulatory authorities, if applicable

3.7 Commitment to Ethical Leadership

We are committed to regularly reviewing and improving this Code to ensure it supports a healthy and evolving workplace culture.

By joining or representing CFAS as an employee, member, or stakeholder, you acknowledge and agree to uphold this Code of Conduct and embody the values we stand for: safety, effectiveness, ethical practice, innovation, accountability and continuous quality improvement.

Organization:	Canadian Fertility and Andrology Society
Policy:	CFAS Member Discipline Policy
Created on:	June 2025

President Certification	This policy has been approved and adopted by the CFAS Board of Directors.
	Adopted on: _____
	Signature of President: _____