**Charles L. Davis and Samuel W. Thompson DVM Foundation Code of Conduct Contract**

The Foundation rejects all manifestations of discrimination, including those based on race, ethnicity, gender and gender expression, sexual orientation, nationality, citizenship status, age, disability, religious beliefs or lack thereof, political beliefs, socioeconomic class, or any of the other differences among people which may be excuses for misunderstanding, dissension or hatred.  We recognize and cherish the richness contributed to our lives by our diversity.  We take pride in all our achievements, and we celebrate our differences.

Our speakers are a direct reflection of these tenets, and as such, are held to the highest standards of ethics as well as professionalism. Our behavior as instructors and figures of authority at Foundation courses directly impacts our students and the quality of their educational experience.

We expect the highest standards of professional and personal behavior at Foundation courses. This code of conduct will serve to protect both student and faculty member alike, and the acknowledgement of the minimal standards contained within is an annual requirement for all Foundation officers and a pre-requisite for all speakers at Foundation courses.  
  
1. Infringement on copyright or intellectual property. We do not discourage the use of material that is either copywritten or in the public domain, much of which is available to the general public through the Internet and covered under Fair Use legislation. We do, however, require the annotation of sources of all images, data, or reprinted text whenever used, as available.

2. Interaction with students. Our behavior both on and off the podium at Foundation courses must reflect the highest standards of the Foundation as well as show respect for every student and their educational experience. Student interactions will be professional at all times. The guidelines listed below are designed to protect both student and instructor from interactions that are inappropriate or non-conducive to the learning process.

1. Social interactions. While in service to the Foundation, instructors will maintain a professional relationship at all times with students. Faculty will not socialize on a one-on-one basis with students during Foundation courses, or outside of planned course social events.
2. Inappropriate physical contact. Aside from accepted physical greetings such as handshakes, fist bumps, etc., instructors will refrain from more intimate physical contact with students, or any form of unwanted physical contact.
3. Inappropriate or off-color humor. Off-color or vulgar humor has no place in a Foundation lecture, nor do demeaning comments about course participants. In today’s classroom, the life experience of our students is of such incredible diversity that what may be entertaining and humorous to one may be deeply offensive to another.
4. Language. The use of inappropriate language does not help a lecturer “bond” with an audience but demonstrates the shortcomings of an instructor’s vocabulary and judgment. As such, profanity, vulgarity, or sexualized language is to be avoided.
5. Imagery. All imagery and commentary will be within the bounds of good taste.
6. Personal bias. Speakers will refrain from interjecting political, religious or other divisive comments into their lecture. The Foundation recognizes that all course participants have their own belief systems and that each one, from the Foundation’s perspective, is equally valid.
7. Use of appropriate pronouns. When requested, instructors will use appropriate non-binary pronouns for course participants.

3. Impairment as a consequence of intoxication of any type. Impaired faculty, on or off the podium, will not be tolerated at Foundation courses or associated social events.

Signature  
  
I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ have read and understand the aforementioned code of conduct, and will abide by these guidelines while in the service of the Davis-Thompson Foundation. I understand that failure to serve within these guidelines may result in disciplinary action and prohibition from participation in future Foundation activities.

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Signature Date