



**Resolution  
of the  
Board of Trustees  
of the California Academy of Sciences**

WHEREAS, the Science Council of the California Academy of Sciences, under the leadership of the Academy's President, oversees the Academy Fellows, distinguished scientists and individuals who have been active and effective in the advancement of science or the Academy; and

WHEREAS, the Science Council has adopted the *Fellowship Code of Conduct and Revocation Procedures* (attached hereto), setting forth the ethical standards and professional behavior expected of all Academy Fellows, and the revocation procedures to be followed under circumstances of alleged violations of the Fellowship Code of Conduct; and

WHEREAS, the Science Council may be required to revise and update the *Fellowship Code of Conduct and Revocation Procedures* from time to time in consultation with the Academy's General Counsel.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the California Academy of Sciences formally recognizes and approves of the Science Council's implementation and oversight of the *Fellowship Code of Conduct and Revocation Procedures*.

January 29, 2020  
California Academy of Sciences  
Meeting of the Board of Trustees

Signed: \_\_\_\_\_ [signed Virginia Tusher] \_\_\_\_\_ Dated: \_\_\_\_\_ [February 1, 2020] \_\_\_\_\_  
Virginia Tusher, Ph.D., Secretary



## CALIFORNIA ACADEMY OF SCIENCES FELLOWSHIP CODE OF CONDUCT and REVOCATION PROCEDURES

Fellowship in the California Academy of Sciences is a privilege predicated on members' adherence to ethical standards and professional behavior. By definition, Academy Fellows are distinguished scientists, with strong evidence of world-class scientific impact, measured through publications, discoveries and awards; or distinguished individuals who have been active and effective in the advancement of science or the Academy. These prominent individuals, by accepting membership as an Academy Fellow, agree to abide by the Academy's Fellowship Code of Conduct.

### I. Fellowship Code of Conduct

#### Fellows shall:

- A. Be characterized by their personal integrity and professional excellence, be active participants in advancing the Academy's mission to *Explore, Explain and Sustain Life*, and actively uphold the reputation of the Academy as a world renowned cultural and scientific institution;
- B. Conduct themselves lawfully; comply with Academy policies and guidelines in the use of any Academy resources, as well as with public and institutional rules regulating their professional practice; support academic freedoms, and be committed to scientific integrity and the responsible conduct, review, presentation, and publication of research;
- C. Not commit misconduct in science—including fabrication, falsification, or plagiarism. Unintended scientific error or incorrect interpretation of research data does not constitute scientific misconduct;
- D. Refrain from all forms of prejudicial treatment<sup>1</sup>, harassment<sup>2</sup>, and abusive conduct<sup>3</sup> in their professional encounters;
- E. Not represent any position as being that of the Academy unless the position has been published as a finding or a recommendation by the Academy.

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<sup>1</sup> Prejudicial treatment includes treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

<sup>2</sup> Harassment includes verbal or physical conduct directed at an individual or group of people because of their race, ancestry, creed, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, physical or mental disability, medical condition, marital status, family responsibilities, genetic information, political affiliation, personal appearance, matriculation, military status, veteran status, or any other characteristic protected by applicable laws that creates an intimidating, hostile or offensive environment. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

<sup>3</sup> Conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.



## II. Revocation Procedures

Reports of alleged violations to the Fellowship Code of Conduct will be evaluated by the Academy's Science Council under leadership of the Academy's President and Chair of the Science Council, and may result in a recommendation to the Board of Trustees for revocation of Fellowship status. The following set of procedures are to be followed when requesting revocation, and for the consideration of the revocation of an individual's Fellow status.

A request for consideration of revocation of Fellow status may be submitted by a Voting Member of the Academy, i.e., Trustee or non-Academy staff member Fellow, to the Academy's Science Council. The request must be submitted via letter or email communication to the Academy's President and Chairperson of the Science Council at [fellows@calacademy.org](mailto:fellows@calacademy.org). In the discretion of the Science Council or the Board of Trustees, the identity of the person requesting consideration of revocation may be kept confidential. Requests for consideration of revocation may include, but not be limited to the reason(s) for revocation, including supporting evidence and date(s) of the offense(s), any public reports, and a list of any witnesses and any additional petitioners to the revocation request. The President will present the petition to the Science Council which may, at its discretion, direct an investigation. The Science Council's review of the matter may include the following criteria when considering the revocation:

- a. Scientific misconduct;
- b. Breach of professional ethics;
- c. Violation of Academy Policies;
- d. Level of severity of act or acts, which may include unlawful activity not related to the profession;
- e. Threat to Academy staff, Board Members, Fellows, volunteers, or the public; and
- f. Effect, or potential effect, to the Academy's institutional reputation.

The Science Council may decline to undertake an investigation of allegations against a Fellow that have not previously been investigated or adjudicated, particularly if those allegations are not directly related to the affairs of the Academy and have not resulted in any action by an employer, professional society, administrative body or a court of law. Upon completion of its review of the revocation request, the Science Council may make a report with a recommendation to the Board of Trustees with respect to the revocation of the Fellow status.