



## Paleontological Society Conduct Sanctions Matrix

### Factors for Determining Sanctions

In determining an appropriate sanction for a violation of Society Code of Conduct, factors that may be considered include, but are not limited to:

- The seriousness, severity, persistence, or pervasiveness of the prohibited conduct;
- The nature of the prohibited conduct;
- The impact on the complainant and/or Society community;
- The respondent's past disciplinary record with the Society;
- Whether or not the respondent has accepted responsibility for the prohibited conduct;
- The maintenance of a safe, nondiscriminatory, and respectful environment that is conducive to learning;
- Any other mitigating, aggravating, or compelling factors that the Society Ethics Committee determines to be relevant and admissible.

### Sanctions Matrix

The range of sanctions (Table 1) for behaviors prohibited by the Society in order of severity is:

- Written reprimand or warning;
- Removal from Society positions and/or suspension from presenting at Society sponsored meetings;
- Suspension from submission of manuscripts to Paleontological Society journals;
- Suspension of Society membership;
- Permanent expulsion from the Society;
- Denial and/or revocation of grants and awards;

Each sanction of increased severity includes the application of the preceding sanction(s) in this list.

**Table 1.** Minimum and maximum sanctions by type of violation of the Society Code of Conduct.

| Violation   | Minimum sanction(s)                           | Maximum sanction(s)                  |
|---|---|--------------------------------------|
| Photographing, recording, or video-taping of others without their consent |   |                                      |
| Display or distribution of prohibited images or recordings                | Written reprimand/ warning                    | Permanent expulsion from the Society |
| Intentional, unwelcomed physical behaviors                                |   |                                      |
| Denigrating jokes; stereotyping; repeated pattern of microaggressions     |   |                                      |
| Threats (implied or real)   | Removal from Society positions                | Permanent expulsion from the Society |
| Physical abuse, intimidation, disregard for another's safety              |   |                                      |
| Violating sexual boundaries   | Denial and/or revocation of grants and awards |                                      |

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|--|--|--------------------------------------|
| Unwarranted disruption of presentations or field trips   | Suspension from presenting at sponsored meetings | Permanent expulsion from the Society |
| Code of Conduct violations that contribute to an environment of discrimination/harassment/bullying | Written reprimand or warning                     | Permanent expulsion from the Society |

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