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About EthicsPoint

What is EthicsPoint?

EthicsPoint is a comprehensive and confidential reporting tool created by NAVEX Global to assist the American Society of Human Genetics to address potential harassment and misconduct behavior at ASHG-sponsored meetings and events.

Why do we need a system like EthicsPoint?

- The American Society of Human Genetics (ASHG) is committed to fostering a welcoming environment that is safe, collaborative, and productive for supporting dialogue and discovery for all attendees.
- ASHG believes that by creating open channels of communication, we can promote a positive professional climate at our events and in our profession
- An effective reporting system will augment our other efforts to foster a culture of respect and professional conduct.
- We are a small organization and using EthicsPoint is a cost-effective way for the ASHG to fulfill its values and respond to our members in a timely, professional way.

Reporting – General

May I report using either the Internet or the telephone?

Yes. With EthicsPoint, you have the ability to file a confidential report via either the telephone or the Internet.

What type of situations should I report?

The EthicsPoint system is designed for anyone, but especially ASHG members or event participants to report any violation of our policies, or other concerns you may have. These include reports of violations of our anti-harassment policy or code of ethics, but we welcome other reports as well although we may not be able to take action on reports of issues that fall outside of our policies.

Why should I report what I know? What's in it for me?

We all have the right to work in a positive environment and with that right comes the responsibility of acting in an ethical manner and letting the appropriate people know if someone is not acting appropriately. By working together, we can help produce a welcoming environment that is safe, collaborative, and productive for supporting dialogue and discovery for all attendees.

Does Society governance really want me to report?

We certainly do. In fact, we need you to report. You may have knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact to yourself and others. Also, offering positive input may help identify issues that can improve professional culture and performance as an organization and a community.

Where do these reports go? Who can access them?

Reports are entered directly on the EthicsPoint secure server to prevent any possible breach in security. EthicsPoint makes these reports available only to specific individuals within the organization who are charged with evaluating the report, based on the type of violation and location of the incident. These include only a small group of Board members and senior Society staff leadership. Each of these report recipients has had training in keeping these reports in the utmost confidence.

Tips & Best Practices

I am aware of some individuals involved with unprofessional conduct or harassment, but it doesn't affect me. Why should I bother reporting it?

All harassment or professional misconduct, at any level, ultimately hurts our profession, including you. If you know of any incidents of harassment or ethical violations, consider it your duty to yourself and your colleagues to report it.

I am not sure if what I have observed or heard is an example of harassment, or involves meeting misconduct, but it just does not look right to me. What should I do?

File a report. EthicsPoint can help you prepare and file your report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible misconduct go unchecked because you weren't sure.

What if my a society leader was involved in a violation? Won't they get the report?

The EthicsPoint system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named.

What if I remember something important about the incident after I file the report? Or what if the Society has further questions for me concerning my report?

When you file a report at the EthicsPoint Web site or through the EthicsPoint Call Center, you receive a unique user name and are asked to choose a password. You can return to the EthicsPoint system again either by Internet or telephone and access the original report to add more detail or answer questions posed by a company representative and add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer questions from the Society if you are not contacted ahead of time.

Are these follow-ups on reports as secure as the first one?

All EthicsPoint correspondences are held in the same strict confidence as the initial report.

Can I still file a report if I don't have access to the Internet?

You can file an EthicsPoint report from any computer that can access the Internet. You can file from home. Many public locations, including the public library, have Internet computers. If you don't have access to or are uncomfortable using a computer, you can call the EthicsPoint toll-free hotline, which is available 24 hours a day, 365 days a year.