



Annual World Congress of SBMT

SBMT Staff, Fellows, Interns, and Volunteers.

We are a big family, but as in all families, arguments or misunderstandings may arise. We urge and require every member of our staff, permanent or temporary to abide by the following:

General

Compliance with laws and regulations: All Staff, Fellows, Interns, and Volunteers, from now on be called 'employees'; must comply with all applicable laws and regulations, as well as the SBMT's from now on called the 'company's' policies and procedures.

Confidentiality and data protection: All employees must maintain the confidentiality of sensitive information and protect company data from unauthorized access, use, or disclosure, misuse will be considered breach of the company's NDA.

Code of conduct: All employees must adhere to the company's code of conduct, which outlines expectations for ethical and professional behavior, in accordance with the research ethical guidelines and fellows and interns program guideline.

Harassment and discrimination: All employees are expected to treat others with respect and dignity, and avoid any behavior that may be considered harassment or discrimination. No such behaviors will be tolerated. In the same way, with the same emphasis and magnitude, baseless accusations on race, religion, gender, sex or any discriminatory topic will not be tolerated.

Conflict of interest: Employees must avoid any conflicts of interest that may impact their ability to make impartial decisions or act in the best interest of the company. If any, they have to be disclosed.

Anti-bribery and corruption: All employees must comply with the company's anti-bribery and corruption policies, which prohibit offering or accepting bribes, kickbacks, or other unethical payments, for (but not limited to) information, prioritizing or offering services or products that are not in accordance with the company's policies.

Workplace safety and security: All employees must comply with the company's policies and procedures related to workplace safety and security, and report any hazards or security risks in a timely manner.

Use of company resources: Employees are expected to use company resources responsibly and for legitimate business purposes only.

Social media and online behavior: Employees must use the company's social media and other online platforms in a responsible and professional manner, reflecting positively on the company and avoiding any behavior that may be considered inappropriate, offensive, or damaging to the company's reputation.

Reporting violations: All employees are encouraged to report any suspected violations of company policies or laws, and assured that they will be protected from retaliation for doing so.