

Committee Agreement to Serve

Committee members have a duty of care to act in good faith, with a level of diligence, attention, and prudence and in a manner they reasonably believe to be in the best interests of the Society.

Committee Member: _____ (“you” or “your”)

By accepting your appointment to an Endocrine Society committee, you agree as follows for the entirety of your term:

Volunteer Participation

By accepting this committee assignment, you accept the duties and responsibilities of the position with integrity, collegiality, and care. You agree to:

- Actively participate in all in-person and virtual meetings.
- Be prepared to discuss the issues and business on the agenda and have read all background material relevant to the topics at hand.
- Respect the opinions of fellow leaders and leave personal prejudices out of all discussions.
- Be generally respectful of approved actions of the Board, committees, and/or volunteer groups even when the member personally did not support the action taken (do not publicly undermine decisions made by the Board/committee/volunteer group.)
- Put the interests of the Society above personal interests or third-party.
- Represent the Society in a positive and supportive manner.
- Maintain membership in the Society in good standing through the duration of your committee appointment.
- Abide by the Society’s Bylaws, policies, and procedures in carrying out your committee service.

Non-Discrimination and Non-Harassment

The Society is committed to providing a safe, productive, and welcoming environment free of unlawful harassment or discrimination due to race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, genetic information, physical or mental disability, educational attainment, or political affiliation of any individual or any other legally protected characteristic. The Society does not tolerate discrimination or harassment. You understand that if you violate this policy, the Society may take appropriate action to remedy harassment, which may include removal from committee service or the Society’s membership, or any other sanction commensurate with a substantiated infraction.

Endocrine Society Policies

You acknowledge and agree that the Society’s Code of Ethics and Meeting Code of Conduct further govern your conduct as a volunteer committee participant, and you agree to abide by the expectations set forth in the codes at all times.

Assignment of Intellectual Property Rights

As part of your committee service, you may create certain work products for the Society, including written works, visual works, inventions, or other work products affixed in a tangible medium (“Works”).

You represent and warrant that any Works that you furnish to the Society pursuant to your committee service will be your own and will not infringe the proprietary or personal rights of any third party. You hereby assign and agree to assign to the Society ownership of all right, title, and interest in and to all Works created, conceived, or modified in whole or in part by you relating to your committee service.

Misrepresentation

You agree that you will not hold yourself out as an agent of the Society to third parties in any instance when you do not, in fact, have such authority, and you will not misrepresent your relationship with the Society to third parties in any way.

Confidentiality

In connection with your committee service, you may be given or have access to the Society's confidential information ("Confidential Information"). "Confidential Information" includes any information that is not generally available to the public, including, but not limited to information on staffing, funding sources, business plans, financial statements and projections, investigation reports, audit reports, corporate records, internal communications, plans, proposals, programs, project lists and files, fundraising plans and reports, and donor lists and prospects. You covenant and agree that you will not disclose any Confidential Information and that you will use reasonable efforts to maintain confidentiality of the Confidential Information. You also agree not to use any Confidential Information for your own or your Employer's benefit, nor will you use Confidential Information in a manner that competes with or harms the Society.

Antitrust Compliance

The Society requires strict compliance with federal and state antitrust laws. The antitrust laws prohibit competitors from engaging in actions that could result in an unreasonable restraint of trade. Consequently, you agree to avoid discussing certain topics with other members of the Society or the industry generally: prices, fees, rates, profit margins, discounts, rebates, or other terms or conditions of sale; pricing strategies, methods, trends, plans, or timing of price changes; salaries, costs and other factors that affect pricing; allocation of markets or customers or division of territories; topics that may lead participants to not deal with or to boycott a particular supplier, customer, or third party; reductions of output; or any other anti-competitive topics.

Conflicts of Interest

You agree to comply with the Society's Conflicts of Interest Policy, and you understand and agree that your duty to disclose actual, potential, or perceived conflicts is ongoing throughout your committee service.

Society Brand and Reputation

You understand and agree that by serving on an Endocrine committee, you are an ambassador to the Society. By accepting this position, you agree that you will not publicly disparage or criticize: (i) the quality or content of products, services, and other offerings of the Endocrine Society to members and others, including publications and conferences; (ii) medical, policy, or legislative positions of the Endocrine Society; (iii) suppliers, advertisers, and exhibitors of the Endocrine Society; or (iv) the field of endocrinology.

Acknowledgment

You acknowledge and agree that your selection for committee service and the opportunities made available to you by serving on one or more of the Society's committees constitutes good and valuable consideration for entering into this Agreement, the receipt and sufficiency of which you hereby acknowledge.

The Endocrine Society values consistent engagement from all committee members. By agreeing to serve, you acknowledge and accept the responsibility to actively participate and fulfill assigned duties. Failure to meet these expectations or participate or adhere to the terms of this Agreement may result in appropriate action regarding your committee service, including removal from committee.

Please sign below to confirm your acceptance of these conditions of your committee service.

Signature: _____

Name: _____

Date: _____