



## AO Foundation policy on unacceptable behavior on social media or other channels

The mission and values of the AO Foundation as a not-for-profit are built on promoting optimal healthcare for all human beings equally, independent of their political, religious, and sexual orientation. Statements that are inhumane, racist, inflammatory, an incitement to hate or aggression are inappropriate and unacceptable in any way and will not be tolerated by the AO Foundation.

Statements, comments, and posts of this nature on social media or other channels contravene the AO Foundation's values, our principles of how we treat each other benevolently and with professional respect, and our Code of Ethics.

Any cases in which an AO officer, faculty, fellow, member or staff, violates our values and principles as mentioned above shall be escalated with immediate effect to the AO's Ethics and Compliance Committee (ECC) for evaluation and recommendation to the AO Foundation Board (AO FB). The instruments the AO FB has at their disposal range from impeachment and release from all AO functions for officers and faculty, exclusion from AO membership and potential candidacy for office for members and fellows, to dismissal for staff.

Signed by all members of the AO FB on October 27, 2023

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