



Welcome to ...

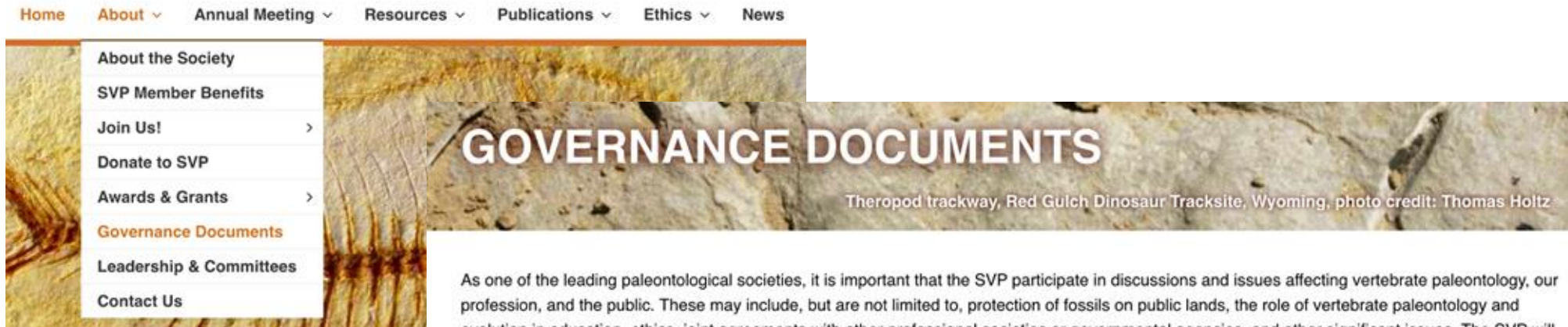
SVP's Town Hall Meeting on Ethics – Feb 26th, 2026



SVP's evolving ethics policies

[Bylaws Code of Ethics](#)

- mostly specimen-related (collection, preparation, deposition, publication, trade)



The screenshot shows the top navigation bar of the SVP website with links for Home, About, Annual Meeting, Resources, Publications, Ethics, and News. A dropdown menu is open under 'About', listing: About the Society, SVP Member Benefits, Join Us!, Donate to SVP, Awards & Grants, Governance Documents (highlighted in orange), Leadership & Committees, and Contact Us. Below the menu is a banner for 'GOVERNANCE DOCUMENTS' featuring a photograph of a theropod trackway. The banner text reads: 'GOVERNANCE DOCUMENTS' and 'Theropod trackway, Red Gulch Dinosaur Tracksite, Wyoming, photo credit: Thomas Holtz'.

As one of the leading paleontological societies, it is important that the SVP participate in discussions and issues affecting vertebrate paleontology, our profession, and the public. These may include, but are not limited to, protection of fossils on public lands, the role of vertebrate paleontology and evolution in education, ethics, joint agreements with other professional societies or governmental agencies, and other significant issues. The SVP will release periodic statements on this site, which reflect current or new policies, or the society's position on key issues.

CONSTITUTION, BYLAWS, AND HANDBOOK

[SVP Constitution](#)

[SVP Bylaws](#)

[SVP Handbook](#)

SVP's evolving ethics policies

Since 2015: Code of Conduct added to the [SVP Handbook](#)

- includes interpersonal conduct

Improvements are constantly made based on feedback

Reports are analyzed by the Ethics Committee

[Most recent version of the Code of Conduct is available on the website](#)

An updated text with the detailed procedures will soon be submitted for Ex Comm to be included in the SVP's Handbook



This code includes the Annual Meeting Code of Conduct, but does not supercede the By-law regarding the sale of fossils [[SVP By-laws Section 6](#)]

Persons to whom this code applies

All members of SVP, those who publish in Society publications, and those who participate in Society events.

Sections of this Code include both aspirational and mandatory standards of conduct with respect to our work with fossils and in research settings. The sections that concern professional interpersonal relationships and the Annual Meeting should all be regarded as mandatory. The aspirational standards embody the values of the SVP, and while we recognize that they are not enforceable, they emphasize the conduct that we strive to uphold.

The mandatory standards are firm requirements. Any Member found to have violated the mandatory standards will be in violation of this Code and may be subject to disciplinary or remedial action pursuant to [Section 7.17.6 of the SVP Handbook] in accordance with SVP's Bylaws and Code of Conduct Reporting and Ethics Investigation Procedures.



Recent modifications to SVP's **Ethics Committee**

The Ethics Committee was composed of members who were also part of the Executive Committee

By the 2026 Annual Meeting, the Ethics Committee will be **completely independent** from the Ex Comm

Recent modifications to SVP's **Ethics Committee**

The Ethics Committee is composed of only 3 members

The committee will be expanded and composed of 2 subcommittees:

a *reactive* subcommittee to investigate reports

a *proactive* subcommittee to

1. discuss and propose policies
2. engage in outreach and education around ethics
3. provide resources to members

Recent modifications to SVP's **ethics procedures**

Since 2024, we are not longer receiving reports sent to SafeSVP@vertpaleo.org, in favor of a better system

The NAVEX platform allows the committee to

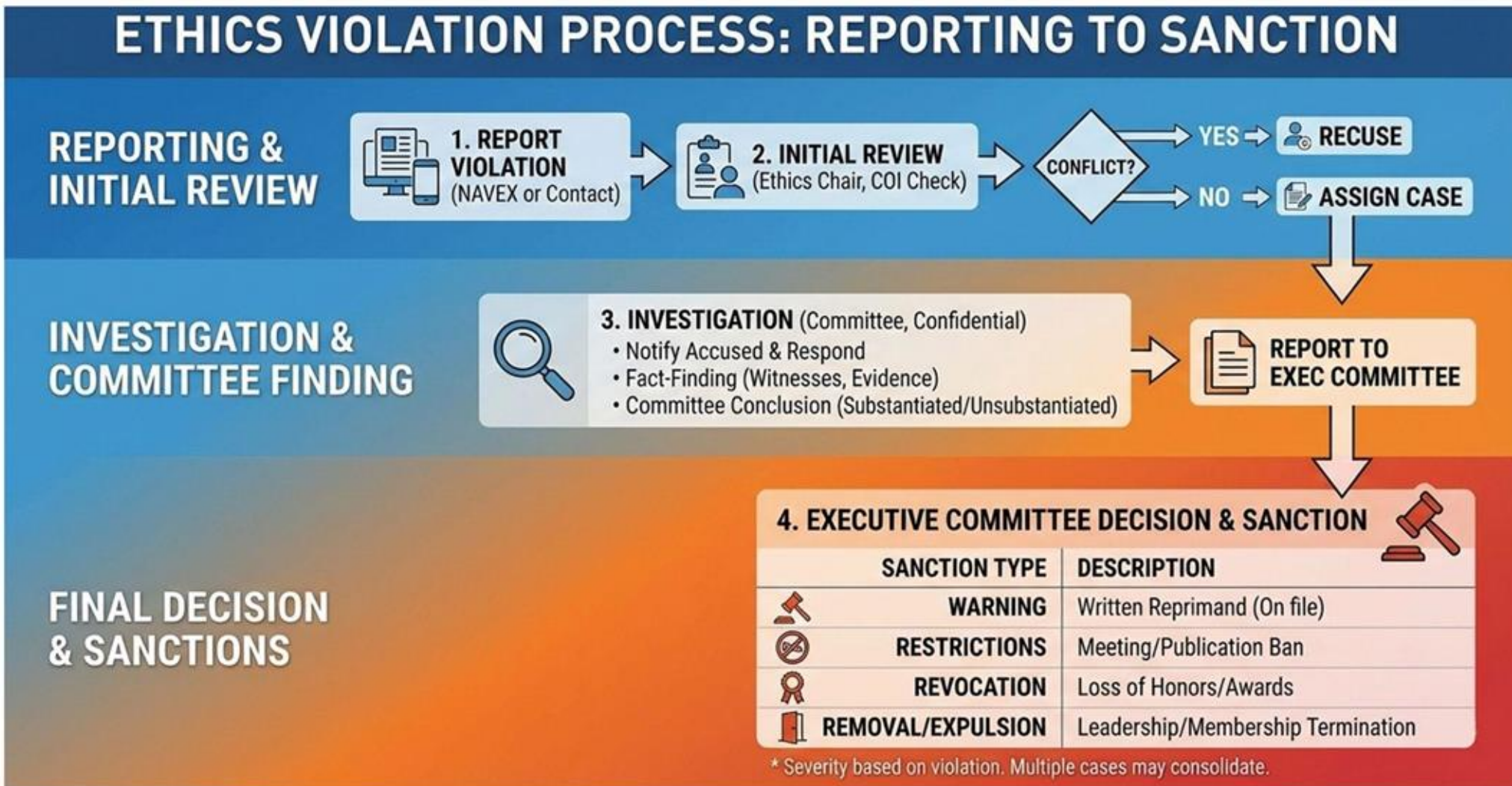
1. ensure that reports, communications, and documents are **archived** for future committee members
2. provide **transparency** to reporters
3. make it easier to communicate directly with reporters

Recent modifications to SVP's ethics procedures

We do not accept anonymous reports. Why?

1. the system was abused quite rapidly (weaponized as a mechanism for harassment - we notify all individuals that a report was filed)
2. [the NAVEX platform](#) requires reporters to save a password and a report key. If a reporter forgot one or both, they were unable to access the case and the committee was unable to contact them

Overview of ethics procedures



Overview of ethics procedures

Any person can file reports of violations to SVP's Code of Ethics and to the Annual Meeting Code of Conduct. Reporters should state the specific language in the code of conduct that corresponds to the alleged violation.

The chair of the committee will do an initial review and then assign the case to a member to lead

If any Ethics Committee member has a conflict of interest, they must recuse themselves from the investigation.

The committee will gather evidence and interview witnesses

Overview of ethics procedures

Reports, investigations and outcomes are confidential. No public announcements are made.

The committee has been advised that anonymity should be limited, as due process requires that the individual accused of an ethics violation has the right to face their accuser

If there is harm or risk of retaliation to the reporter, the committee will withhold their name. But case details may also reveal the identity of a reporter.

Overview of ethics procedures

When the investigation is done, the committee will meet to discuss the conclusions. A report will be sent to the Executive Committee, withholding names of those involved

If claims are found to be substantiated, the Ethics Committee will propose sanctions, which are forwarded with the report to the Executive Committee

If any member of the Executive Committee has a conflict of interest, they must recuse themselves from deliberation and decision-making.

ExComm makes the final decisions on sanctions

Overview of ethics sanctions

Possible sanctions:

Written reprimand or warning;

Removal from Society positions;

Suspension from presenting at and/or attending the meetings;

Suspension from submission of manuscripts to JVP;

Suspension of membership;

Permanent expulsion from the SVP;

Denial and/or revocation of grants and awards;

Denial of future privileges related to any of the above

Overview of ethics sanctions

The Ethics Committee has been advised to not make public disclosures using parties' names

We will work with the legal team to understand how to address circumstances where members may fear for their safety

However, the committee is no substitute for law enforcement. If you witness a crime or behavior that is an immediate threat to public safety, call emergency services

How to report an Ethics Violation

Home About ▾ Annual Meeting ▾ Resources ▾ Publications ▾ Ethics ▾ News



Reporting an Allegation of Code of Conduct Violation

If you witness or experience prohibited behavior, you can submit a report. Allegations of misconduct must be submitted in writing (see "What to include in a report").

Reports may be submitted through the [NAVEX platform accessible here](#). Anonymous reports will not be accepted.

What to Include in an Allegation Report:

All allegations must be made in writing in one of the ways described in the previous section. Allegation reports must contain the following:

How to report an Ethics Violation



ATTENTION! This webpage is hosted on EthicsPoint's secure servers and is not part of the Burk & Associates, Inc. website or intranet.

Our Commitment

Burk & Associates, Inc. is an organization with strong values of responsibility and integrity. Our Code of Conduct contains general guidelines for conducting business with the highest standards of ethics.

Burk & Associates, Inc. is committed to an environment where open, honest communications are the expectation, not the exception. We want you to feel comfortable in approaching your supervisor or management in instances where you believe violations of policies or standards have occurred.

In situations where you prefer to place an anonymous report in confidence, you are encouraged to use this hotline, hosted by a third party hotline provider, EthicsPoint. You are encouraged to submit reports relating to violations stated in our Code of Conduct, as well as asking for guidance related to policies and procedure and providing positive suggestions and stories.

The information you provide will be sent to us by EthicsPoint on a totally confidential and anonymous basis if you should choose. You have our guarantee that your comments will be heard.

See the [EthicsPoint FAQs](#) for more information.

To Make a Report

Select the location where the violation took place.

After you complete your report you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After **24** hours, use your report key and password to check your report for feedback or questions.

EthicsPoint is NOT a 911 or Emergency Service:

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

How to report an Ethics Violation



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See the [EthicsPoint FAQs](#) for more information.

▼ - Select -

- AABA
- ASP
- HPS
- IUSI
- JMIH
- Paleontological Society
- SESHA
- SICB
- SRA
- SVP**
- Other

How to report an Ethics Violation

You are now in an EthicsPoint Secure Area | [File a Report](#)

You are currently in the confidential and secure reporting structure of EthicsPoint. Below are the choices available to you. Please select the type of report you would like to make.

After you have selected your choice, you will be taken to an online form. You can skip any questions that do not apply to you.

Accounting, Auditing, Billing and Internal Financial Controls	Details
Certification, Licensure, Scope of Practice or Qualifications Concerns	Details
Confidentiality and Misappropriation	Details
Conflict of Interest	Details
Discrimination or Harassment	Details
Falsification of Contracts, Reports or Records	Details
Foreign Corrupt Practices Act violations	Details
Misconduct or Inappropriate Behavior	Details
Misuse of Assets or Services	Details
Theft	Details
Violation of Policy	Details
Violence or Threat	Details
Other	Details

How to report an Ethics Violation



You are now in an EthicsPoint Secure Area | **File a Report**

ETHICSPPOINT IS NOT A 911 OR EMERGENCY SERVICE.

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

* Yes - I agree to the [Terms and Conditions](#) of making this report.

Please provide information as follows:

(* Required fields)

Organization/Tier: **Burk & Associates, Inc. (SVP)**

Location where incident occurred:

Physical address, branch and/or store number

City: State/Province:

Zip/Postal Code:

Country:

How to report an Ethics Violation

* Do you wish to remain ANONYMOUS for this report?

Yes No

If you want Burk & Associates, Inc. (SVP) to know your identity, please complete the following:

Your Name:
First Name Last Name

Your Phone Number:

Your Email Address:

Best time for communication with you:

Please check no and identify yourself

What is your relationship to Burk & Associates, Inc.

- Select One -

How to report an Ethics Violation

Report - Discrimination or Harassment

This subtitle shows the type of report chosen

*** Please identify the person(s) engaged in this behavior:**

Example:

John Doe, Director of Internal Audit
Unknown, Unknown, Night Supervisor

	First Name	Last Name	Title
#1	<input type="text"/>	<input type="text"/>	<input type="text"/>
#2	<input type="text"/>	<input type="text"/>	<input type="text"/>
#3	<input type="text"/>	<input type="text"/>	<input type="text"/>

Do you suspect or know that a supervisor or management is involved?

Yes No Do Not Know / Do Not Wish To Disclose

If yes, then who?

Example:

John Doe, Director of Internal
Audit

Any persons mentioned here will be restricted by EthicsPoint from access to this reported information.

Is management aware of this problem?

Yes No Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

How to report an Ethics Violation

Where did this incident or violation occur?

We recognize that this incident may not have occurred in a particular location. However, if this incident was observed in some documentation or business transactions, please indicate this accordingly.

Please provide the specific or approximate time this incident occurred:

Examples:

Tuesday, May 3, 2002

Two weeks ago

Approximately a month ago

*** How long do you think this problem has been going on?**

*** How did you become aware of this violation?**

If other, how?

How to report an Ethics Violation

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Please identify by name and title.

Examples:

Ignored it
Changed documents
Said it was not a problem
Said they would look into it

If you have a document or file that supports your report, most common file types can be uploaded:

[Click here to upload files](#)

*** Please provide all details regarding the alleged violation, including the locations of witnesses and any other information that could be valuable in the evaluation and ultimate resolution of this situation.**

Please take your time and provide as much detail as possible, but exercise care to not provide details that may reveal your identity unless you wish to do so. It may be important to know if you are the only person aware of this situation.

How to report an Ethics Violation

Please save this key!!!

When you submit the report, you will be issued a Report Key. Please write it down and keep it in a safe place. We ask you to use this Report Key along with the password of your choosing to return to EthicsPoint through the website or telephone hotline in 24 hours. By returning in 24 hours, you will have the opportunity to review any Follow-up Questions or submit more information about this incident.

Please choose a password for this report:

* Password:

* Re-enter Password:

Your passwords must match and be at least four characters long.

Submit Report



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PRIVACY FEEDBACK

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If you have doubts, concerns or suggestions, or just would like to talk to me:

taissa.rodrigues at gmail.com

taissa.rodrigues at ufes.br

This presentation was last updated March 16th, 2026

Questions and Discussion?



Thank You!