

RSS Disciplinary procedure

The Royal Statistical Society (RSS) provides an opportunity for networking and collaboration in the statistical and data science community. We value the participation of each member of the RSS community and want all those involved in society activities to have an enjoyable and fulfilling experience. Accordingly, all members are expected to show respect and courtesy to others at all times when attending or representing the RSS activities.

To make clear what is expected, all members, delegates/attendees, speakers, exhibitors, organisers, and volunteers at any RSS event or taking part in any RSS related activity or when acting as a professional statistician or data scientist are required to conform to the following guidelines as set out in the [Activity and event conduct policy](#), which is underpinned by the [RSS Code of Conduct](#).

Following the changes to our Charter and Bylaws, from 2022, in the event that a complaint is raised with regards to a member or delegate's behaviour is in breach of one or more of the guidelines above then the following procedure usually takes place. It is aimed that the entire process should be completed within 12 weeks of notification of the complaint. However this does not include the time required to review any appeals made.

1. Any complaints regarding the Code of Conduct should be submitted in writing to the Director of Membership & Professional Affairs (DoM). Alternatively, this can also be received by the Head of Standards (HoS) and or the VP for Professional Affairs (PA).
2. DoM triages complaint with HoS
3. If it can be dealt with and resolved without taking the matter further, the case is closed.
4. In cases where it is felt necessary to escalate, it is referred to the VP for PA/Chair PAC.
5. The VP may consider the case and act as required: in some circumstances this will be reviewing the complaint, investigating with parties involved by obtaining evidence and statements, and interviewing the individual against whom the complaint is made.
6. The VP can also consult with other members of the PAC if required. However it is often preferable to use a panel of current and previous VP's for Professional Affairs to help ensure consistency with handling these issues.
7. Following the investigation, the VP will come to a decision regarding the complaint and if it is upheld, can stipulate any action that needs to be taken by the individual, or in severe cases of misconduct, the person can have CStat or membership of the RSS removed.
8. The individual can appeal any decision made - in this circumstance it would be referred to either a current or past president, and a past chair or member of PAC. Please note

that appeals can only be submitted with regards to a failure in process and not the decision of the panel or VP.

9. The case would be reviewed and any decision resulting would be final.
10. The RSS acknowledges that this process is the usual method implemented, however due to the nature of some complaints and the individuals involved, this process can be adapted to suit the requirement of the complaint.

To submit a complaint or to question the procedures mentioned, please contact the Director of Membership & Professional Affairs. Up to date contact details will be listed on our website.