

# 2025 Ethics Report

## Message from the Ethics Officer

2025 marked a foundational milestone for the APS ethics program, serving as the inaugural year for our investigation procedures and updated policies designed to enhance transparency and accountability. The Annual Leadership Meeting and Global Physics Summit served as critical platforms for the rollout of our revised ethics framework.

Through interactive presentations and Q&A sessions, members gained a comprehensive understanding and practical application of our updated processes.

To ensure seamless access to our updated processes, we completely redesigned the **Ethics in Physics webpage**. This centralized hub provides a streamlined, intuitive interface for navigating our policies and reporting protocols. We further enhanced this transparency with new instruction tools including a downloadable investigation flow chart and an appendix of key terms. These resources are designed to reduce ambiguity and serve as an accessible reference for our updated ethical framework.

During the Summit, we formally introduced our **APS Ombuds Program**, allowing members to directly connect with the new ombuds, strengthening our commitment to providing an independent and confidential conflict resolution for harassment and discrimination concerns. The Ombuds Program delivered high-impact resources designed to strengthen our culture, including a Psychological Safety webinar for the general membership. Additionally, the program equipped unit leaders with specialized **conflict de-escalation toolkits** and **facilitated conversation** frameworks to proactively manage interpersonal conflicts. In 2025, the ombuds saw four visitors who requested consultations to resolve harassment and/or discrimination concerns. Visitors explored options for informal resolution as well as formal complaint processes when appropriate.

In 2026, our strategic focus will shift toward scenario-based e-learning, transforming our ethics education into an interactive experience. If you have questions about this material or would like more information, email [ethics@aps.org](mailto:ethics@aps.org).

With best wishes,



*Patience R. Nelson*

Head of Ethics  
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# Overview of Ethics Cases

The 2025 reporting cycle reflects a shift in our Society’s culture. The total complaints increased from **17 to 33**. This data suggests a strengthening culture of speaking up.

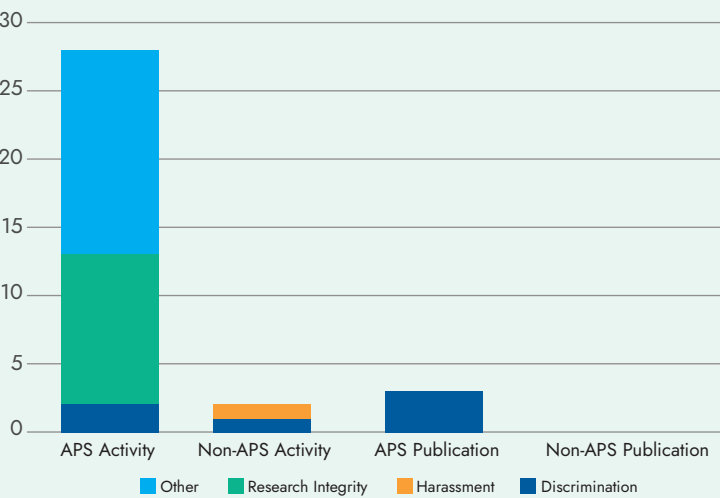
## Key successes:

- **Harassment reduction:** Formal harassment complaints dropped down from seven in 2024. This difference may result from the clarity of our policies, education, and the informal resolution option offered by the **APS Ombuds Program**.
- **Trust in the Process:** The increase in reporting correlates to the rollout of new investigations procedures, suggesting that attendees and members have better awareness and trust in our ethics procedures.

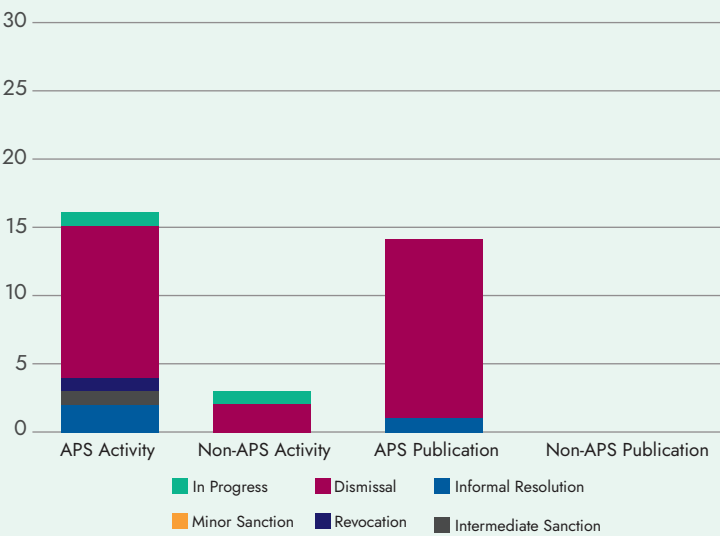
# Report on Case Resolutions

This data demonstrates allegations, outcomes of opened cases, and case dismissals.

2025 Cases: 33 Allegations



2025 Cases: 33 Outcomes



2025 Dismissals: 26 Allegations

