



1121 Pacific Avenue
Santa Cruz, CA 95061-8526
info@sacnas.org
831-459-0170

All conference participants agree to the Conduct of Conduct outlined below.

Have a concern?

[Click here to submit a concern](http://bit.ly/concern2021sacnas) (<http://bit.ly/concern2021sacnas>) pertaining to the Code of Conduct. *Note: This is not the location to submit technical difficulties or request IT support.*

National Conference Code of Conduct

SACNAS believes in a conference environment that is inclusive, supportive, and free from any forms of harassment or discrimination. SACNAS values and respects the rights and privileges of others and asks that you honor its mission and vision through compliance with The National Diversity in STEM Conference Code of Conduct, as defined:

The conference is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, physical or mental disability, physical appearance, body size, race, national origin or ancestry, ethnicity, religion (including the lack thereof or religious dress and grooming), marital status, domestic partnership status, military or veteran status, or any other basis protected by federal, state, or local laws.

The conference promotes both professional development and personal growth. Therefore, any harassment, microaggression, intimidation, and/or insinuating behavior will not be tolerated.

As a thought-leader for STEM diversity, SACNAS encourages a proactive and constructive dialogue. Therefore, conference participants are asked to respect the following guidelines while participating in the conference, including video conferencing, live chat, live stream, email, social media, and any other in-person, one-one-group, or group communications:

- Structure your critiques in a proactive and constructive way
- No profanity or expletives (explicit or implied)
- No racial epithets
- No homophobic or transphobic language
- No denigrating or bigoted remarks
- No attacking individuals or groups

- No discriminatory or offensive language towards differently-abled persons, the LGBTQIA community, or people from other ethnic or religious backgrounds
- No commentary, content and/or images that are pornographic, proprietary, harassing, libelous, or that can create a hostile and toxic conference environment

SACNAS does not tolerate harassment, discrimination, or inappropriate behavior (as defined below) toward or by conference participants (attendees, sponsors, exhibitors, speakers, staff, vendors, and/or guests) in any form. Violators of the policy—in part or entirety—will be asked to leave the conference immediately, may not return, and may be banned from future conferences and/or SACNAS participation, including volunteer service and/or future event attendance.

This National Diversity in STEM Conference stands as a testament to those working to bring about positive changes and opportunities for historically underserved populations. **In the event that you find yourself in an uncomfortable situation, reach out to a SACNAS conference staff member immediately or [click here to submit a concern](http://bit.ly/concern2021sacnas) (<http://bit.ly/concern2021sacnas>).**

SACNAS would like to thank our conference participants in advance for respecting all conference policies.

Defining Inappropriate Behavior

Harassment, microaggression, intimidation, and/or insinuations are hurtful and interfere with other attendee's experience and participation in The National Diversity in STEM Conference. These behaviors are inappropriate and unacceptable. Inappropriate behavior can take many forms such as but not limited to slurs, jokes, derogatory or discriminatory statements, foul or obscene language, offensive clothing, stalking, gestures, pictures, drawings, harassing photography or recordings, offensive emails, direct messages, texts, voicemail messages, social media postings, or any other content in any other form than can create a hostile or toxic conference environment.

Consequences of Inappropriate Behavior

Inappropriate behavior as outlined above will not be tolerated. If asked to stop behaving inappropriately, you should comply immediately. If violators of this policy—in part or entirety— do not comply, they will be asked to leave the conference immediately (and/or exit the virtual platform), their entry/access revoked, may not return, and may be banned from future conferences and/or SACNAS participation, including volunteer service and/or future event attendance.

SACNAS Reserves the Right to Moderate and Block Content: 2021 SACNAS conference attendees should be aware that SACNAS will monitor and moderate attendee social media

and online posts mentioning SACNAS and/or using the hashtag #2021SACNAS, #SACNAS2021, or any other hashtags associated with SACNAS' National Diversity in STEM Conference. Failure to follow the above guidelines may result in posts being blocked on the displayed social wall/feed.

SACNAS reserves the right to refuse entry to or remove any party from the event at any time: All determinations are at the sole discretion of SACNAS, and the decision of the leading SACNAS representative and/or committee will be final.

Individuals expelled due to violating this Conference Code of Conduct will not be eligible for a refund or other consolation.

Severe breaches of this Conference Code of Conduct may result in disqualification from participating in future SACNAS events.

What to Do About Inappropriate Behavior

If you witness or are subjected to inappropriate behavior or have any other concerns, notify a SACNAS staff member or [click here to submit a concern](http://bit.ly/concern2021sacnas) (<http://bit.ly/concern2021sacnas>) as soon as possible.

More information about SACNAS policies is available at sacnas.org