

Safe Environment Policy

Keystone Symposia is committed to maintaining a positive and respectful environment at its conferences and other events. We expect participants in our events to engage in constructive and professional discussion, in which all are valued for their scientific contributions and work. We value diversity and enforce a strict no-harassment policy at our events. Anyone who has experienced harassment, or who has witnessed such behavior, should notify Keystone Symposia's CEO or CSO immediately.

After a complaint has been made, the CEO or CSO will assess the situation, including obtaining feedback from both parties and witnesses where available. Actions at this stage may include barring the accused individual from attending future Keystone Symposia events and may also include informing their employer of the alleged incident of harassment.

Instructions for Reporting Harassment at Keystone Symposia

Anyone who feels they have experienced any form of harassment during our events should immediately contact:

- Dr. James Baumgartner, CEO, jamieb@keystonesymposia.org
- Dr. Terry Sheppard, CSO, terryst@keystonesymposia.org

Other Options to Report Harassment

U.S Department of Health and Human Services Office for Civil Rights

Information for filing a complaint can be found at:

<https://www.hhs.gov/ocr/about-us/contact-us/index.html>

National Institutes of Health

Information for filing a complaint can be found at:

<https://public.era.nih.gov/shape/public/index.era>

Of note, filing a complaint with Keystone Symposia is not required before filing a complaint of discrimination with HHS OCR. Seeking assistance from Keystone Symposia also in no way prohibits filing complaints with HHS OCR. Participants are encouraged to review these resources should they have any additional questions or concerns.