

International Society of Environmental Epidemiology (ISEE) Annual Conference Safety Plan

Overview: The ISEE is committed to fostering a welcoming environment that is safe, collaborative, and productive for dialogue and discovery for all participants. ISEE strives to create an equitable environment where diverse voices are active in all aspects of our society. This necessitates a culture of inclusion, in which all individuals feel respected and are treated fairly. All who register to participate, attend, speak at, or sponsor an ISEE event agree to comply with this policy. Only registered participants and/or their guests may attend the in-person meetings.

Expectations: The ISEE expects all attendees to be considerate, respectful, and collaborative. Attendees are to refrain from demeaning, discriminatory, or harassing behavior and speech (both verbal and written). Specific unacceptable behaviors that will not be tolerated include, but are not limited to:

- Unwelcome and uninvited attention or contact with another participant;
- Verbal or written comments, or visual images, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals (e.g., racial or ethnic groups), or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual's ability to participate in the ISEE Event;
- Unwelcome sexual advances, requests for sexual favors, or other unwelcome physical, verbal, visual, or other conduct of a sexual nature;
- Inappropriate, unnecessary, or irrelevant use of nudity and/or sexual images or language;
- Intimidating, harassing, abusive, defamatory, profane, discriminatory, derogatory or demeaning speech;
- Harmful or prejudicial verbal or written comments or visual images related to racial, ethnic, or other personal characteristics;
- Deliberate intimidation or stalking;
- Harassing photography or recording;
- Sustained or repeated disruption of talks or other events;
- Express or implied threat of physical or professional harm;
- Wearing clothing that is not suitable for a professional work environment, that is provocative, inappropriate or otherwise potentially offensive;
- Possession of a weapon or any item that can be used as a weapon;
- Being intoxicated, as determined by ISEE, in any event or function;
- Showcasing or promoting any illegal substance;
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior;
- Any other illegal activity not already covered above;
- Failure to obey any of the rules or regulations of the event or instructions of the event staff;
- Sharing your event entry or login credentials with other individuals.

Reporting Unacceptable Behavior: If you experience or witness a life safety emergency, please contact local law enforcement immediately.

If you have a complaint or concern about harassment, discrimination, bullying or any other conduct that violates the ISEE's Code of Conduct, we encourage you to contact the conference organizers immediately. A person who believes that s/he has been treated in a way that does not align with the Society's values can speak directly with any member of a review group appointed by the ISEE President each year to handle such complaints. For 2023 this review group is chaired by Andrea Baccarelli (ab4303@cumc.columbia.edu) and includes the following members: Ruth Etzel (RETZEL@GWU.EDU), Charles Ssemugabo (cssemugabo@gmail.com), or Ching Chun Lin (chingchun@ntu.edu.tw). You can also contact the conference organizers and delegateservices@iseeconference.org.

If you witness harassment, discrimination, bullying or any other conduct that violates the ISEE's Code of Conduct, you are encouraged to report this to the members listed above. You may request that your report remain completely confidential.

If you have been discriminated against because of your race, color, national origin, disability, age, sex, or religion, then you can file a Civil Rights [Complaint](#) with the US Department of Health and Human Services. Filing a complaint with the conference organizer is not required before filing a complaint of discrimination with HHS OCR, and that seeking assistance from the conference organizer in no way prohibits filing complaints with HHS OCR.

Additionally, you can notify the US National Institutes of Health (NIH) about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences (see NIH's [Find Help webpage](#)).

Assessing Allegations of Unacceptable Behavior: The International Society for Environmental Epidemiology will communicate with an individual who reports unacceptable behavior if the individual chooses to submit an attributed report. ISEE will also communicate with an individual concerning whom a report has been made, to the extent that ISEE is able to identify and contact that individual. The nature, scope, and content of any such communication is in the sole discretion of ISEE.

If warranted, ISEE may communicate more broadly with Participants at an ISEE Event. The International Society for Environmental Epidemiology has the right to communicate about its responses under this Policy to the employers or sponsors of involved Participants vendors, local law enforcement, media, and the public as ISEE deems reasonable and appropriate.

Consequences of Reported Unacceptable Behavior: Upon receiving a report of unacceptable behavior, ISEE's first priority will be the safety and security of Participants. In order to preserve a safe, educational environment, ISEE reserves the right to temporarily suspend or terminate specific features available to a Participant or to suspend or terminate the Participant's entire account. When facts are in dispute or cannot be fully established, ISEE reserves the right to take the action most likely to safeguard safety and security of Participants, including termination of a Participant's account for the remainder of the ISEE Event.

A report of an adjudicated or officially confirmed history of a Participant's prior unacceptable behavior, if impacting the experience of other Participants at an ISEE Event may, in ISEE's discretion, be the basis for a response under this Policy. Violation of this Policy, as determined by ISEE in its sole discretion, is grounds for any action that ISEE deems appropriate, including but not limited to:

- Warning the offender;
- Denying the offender access to an ISEE Event (including revoking or denying registration to an ISEE Event);
- Suspending or terminating the offender's access to the ISEE Event;
- Barring the offender from other ISEE future Event(s);
- Reporting the offender to local law enforcement.