

Anti-Harassment Policy and Procedures

AIMM Commitment

AIMM is committed to providing a safe, welcoming and productive meeting environment that fosters open dialogue and the exchange of scientific ideas, promotes equal opportunities and treatment for all participants, and is free of harassment and discrimination. All participants are expected to treat others with respect and consideration, follow venue rules, and alert staff or security of any dangerous situations or anyone in distress.

AIMM recognizes that there are areas of science that are controversial. The AIMM Annual Meeting can serve as an effective forum to consider and debate science-relevant viewpoints in an orderly, respectful, and fair manner. The policies herein apply to all attendees, speakers, exhibitors, staff, contractors, volunteers and guests at the Annual Meeting and related events.

AIMM prohibits any form of harassment, sexual or otherwise. Harassment should be reported immediately to AIMM staff.

Definition of Harassment

Harassment includes speech or behavior that is not welcome or is offensive, whether it is based on ethnicity, gender, religion, age, body size, physical appearance, disability, veteran status, marital status, sexual orientation, gender identity or any other reason not related to scientific merit. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that communications are respectful. Harassment intended in a joking manner still constitutes unacceptable behavior.

Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith. No individual shall be intimidated, threatened, coerced or discriminated against for filing a complaint, furnishing information or for participating in any manner in good faith in an investigation or any other activity related to the administration of the laws and regulations and/or this policy to ensure the appropriate treatment of all who come to the AIMM Annual Meeting.

Reporting an Incident

If you feel you are being harassed, witness someone else being harassed or have any other concerns, please contact a member of the AIMM staff immediately (listed on our website <https://aimmmeeting.org>). Alert AIMM staff if you notice a dangerous situation or see someone in distress. The AIMM staff has the ability to contact security or local law enforcement and can provide escort or otherwise assist those feeling they have experienced harassment to ensure they feel safe for the duration of the AIMM Annual Meeting.

Disciplinary Action

AIMM reserves the right, to take action in its discretion either immediately and without warning or if time and circumstance permit after first communicating with and hearing

from the accused individual, to remove the individual from the AIMM Annual Meeting without refund, prohibit attendance at future AIMM meetings, notify the individual's employer, and to involve law enforcement authorities.

Scope of Policy

This policy covers all attendees, speakers, exhibitors, staff, contractors, venue staff, volunteers and guests of the AIMM Annual Meeting.