

Safe Environment Policies

AIMM's Safe Environment Policies will be included with registration information for the AIMM meeting. When registering for the meeting, registrants are asked to confirm that they have read and agree to these policies. Attendees will again be reminded about these policies at the start of the AIMM conference.

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 AIMM leadership, 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 leadership and/or 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 or questions, you are encouraged to immediately contact a member of the AIMM leadership/meeting organizers (listed on our website <https://aimmmeeting.org>). Alert AIMM organizers if you notice a dangerous situation or see someone in distress. The AIMM organizers have 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.

Complaints related to harassment may also be filed with the HHS Office for Civil Rights (OCR). Information about how to file a complaint is provided through the OCR webpage, [Filing a Civil Rights Complaint](#). Filing a complaint with the conference organizers is not required before filing a complaint of harassment or discrimination with the HHS OCR, and seeking assistance from the conference organizers does not prohibit filing complaints with the OCR.

Individuals can also notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at the AIMM meeting, an NIH-sponsored conference. See the NIH's [Find Help webpage](#) for additional information.

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.

Code of Conduct for AIMM

AIMM is committed to providing a safe, productive, and welcoming environment for all meeting participants. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, sponsors, AIMM staff members, service providers, guests of attendees and all other participants will treat others with respect and consideration and abide by the Code of Conduct for AIMM Programs.

AIMM has zero tolerance for any form of discrimination or harassment by participants, including but not limited to sexual or racial harassment. If you experience harassment or hear of any incidents of unacceptable behavior, immediately inform any member of the AIMM leadership (listed at <https://aimmmeeting.org>): the AIMM president, Vice President, Administrative Coordinator, or any Board member.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form – verbal, written, etc.
- Capturing or copying any presentation unless expressly permitted by AIMM staff.

- Verbal or written abuse, including but not limited to unwelcome or offensive comments related to gender, sexual orientation, disability, age, physical appearance, body size, race, religion, national origin, veteran status, or marital status; inappropriate use of nudity and/or sexual images in public spaces or in presentations; or threatening or stalking in any kind of manner toward any participant.
- Retaliation for reporting harassment and reporting an incident in bad faith.

AIMM reserves the right to take any action deemed appropriate, including immediate removal from the event without warning or refund, in response to any incident of unacceptable or discriminatory behavior; the right to prohibit attendance at any future program, virtually or in person should a violation of these principles occur.