

Any event hosted at Sanford Research prohibits discrimination or harassment of any kind. All participants are responsible for assuring that the conference is free of disruptive behavior. Participants are expected to treat one another with courtesy, respect and with dignity. We seek to prevent and correct behaviors that violate our Safety Plan during our events.

Harassing or discriminatory behavior includes verbal or physical conduct designed to threaten, intimidate, or show hostility toward an individual, or conduct that otherwise creates a hostile, intimidating, or offensive environment. Harassment may include, but is not necessarily limited to, nicknames, racial slurs, jokes, sexual language or other verbal or physical conduct.

While this is not an all-inclusive list, any of the following disruptive behaviors may result in termination of attendance:

- Threatening, abusive or unprofessional language
- Interactions that are sexual in nature
- Degrading or demeaning comments
- Profanity or similarly offensive language
- Inappropriate physical contact with another individual that is interpreted by individuals as threatening and intimidating
- An expression of intent to cause physical harm
- Throwing of objects

Reporting Discriminatory or Harassing behavior

If you feel you are a victim of discriminatory or harassing behavior, you should make it clear to the offending person that the behavior is offensive and unwelcome. If you feel the behavior should immediately be reported to an Event Organizer (listed in the email and agenda information for the event you are participating in) or by emailing ResearchEvents@SanfordHealth.org.

The Event Organizer will investigate allegations of discriminatory, harassing and offensive behavior promptly, fairly and completely. If the allegation is substantiated, appropriate action up to and including termination of attendance to the conference immediately. You are also encouraged to contact the HHS Office for Civil Rights using the link here: [Filing a Civil Rights Complaint](#). You are not required to report the concern to the Event Organizer before filing a complaint with the HHS Office for Civil Rights.

You can also notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences (see [Find Help webpage](#)).