

ICHG is committed to ensure a safe and respectful environment for all attendees, free from discrimination and harassment. Any reported violations will be immediately reviewed by the conference organizing committee and the safety officer and violators will be asked to leave the conference.

Safety Plan

ICHG is committed to these values in our community and conference.

- RESPECT.** We respect each other. We listen to each other, encourage each other and care about each other. We are strengthened by our diverse perspectives.
- INTEGRITY.** We value fairness, straightforward conduct, adherence to the facts, and sincerity. We acknowledge when things have not turned out the way we had hoped. As stewards of the University of Vermont, we are honest and ethical in all responsibilities entrusted to us.
- INNOVATION.** We want to be at the forefront of change and believe that the best way to lead is to learn from our successes and mistakes and continue to grow. We are forward-looking and break new ground in addressing important community and societal needs.
- OPENNESS.** We encourage the open exchange of information and ideas from all quarters of the community. We believe that through collaboration and participation, each of us has an important role in determining the direction and well-being of our community.
- JUSTICE.** As a just community, we unite against all forms of injustice, including, but not limited to, racism. We reject bigotry, oppression, degradation, and harassment, and we challenge injustice toward any member of our community.
- RESPONSIBILITY.** We are personally and collectively responsible for our words and deeds. We stand together to uphold our common ground.

Expectations of Attendees and Organizers Behavior

Attendees, Organizers, and any other conference participant are expected to uphold these values and foster a Safe and Respectful Environment that is free from discrimination and harassment, including sexual misconduct. Inappropriate behaviors will not be tolerated. Examples of behavior that is not tolerated: unwelcome and offensive conduct that is based on race, color, national origin, sex (including pregnancy, gender identity, and sexual orientation), religion, disability, age (age 40 or older), or genetic information. Examples of harassment include offensive or derogatory jokes, racial or ethnic slurs, pressure for dates or sexual favors, unwelcome comments about a person's religion or religious garments, or offensive graffiti, cartoons or pictures.

ICHG strictly prohibits all forms of discrimination and harassment, including sexual misconduct, and is committed to (1) eliminating, preventing, and addressing the effects of discrimination and harassment; (2) cultivating a climate where all

Report an Emergency or Violations of the Law

To report a crime, including sexual violence, dating or domestic violence, stalking, and/or invasion of privacy, please contact Ventura Police Department

- Emergency or any serious concern for safety, call 9-1-1.
- Non emergency: [805-650-8010](tel:805-650-8010)

Report Bias, Discrimination, & Harassment Incidents to conference committee or diversity officer:

Suzanne Drapeau 248 220 0346

Conference phone: 805 661 4508

Other Reporting Options related to Harassment

It is not required for an individual to file a complaint with ICHG. Individuals may report to the HHS Office for Civil Rights (OCR) directly.

- See [Filing a Civil Rights Complaint](#)

Individuals can notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences.

- See the NIH webpage [Find Help](#).

