

SNIP Annual Conference Safety Plan

The SNIP Annual Conference is supported in part by the National Institutes of Health and the National Institute on Drug Abuse under award R13DA063455.



SNIP is committed to providing a safe and respectful environment to all conference attendees, speakers, and staff. SNIP encourages collegial intellectual discussions and scientific debate free of harassment and discrimination. SNIP expects that all attendees and speakers behave with kindness, respect and empathy towards all others. SNIP does not tolerate illegal or inappropriate behavior at any in-person or virtual meetings.

Behaviors that are prohibited include sexual harassment, discrimination, retaliation and inappropriate conduct that creates a hostile environment. Harassment based on sex, racial, ethnic, color, origin, physical, cognitive, mental disabilities, religion, creed, and age are prohibited. Additional descriptions of inappropriate conduct include written or verbal harassment, unwanted physical contact or intimidation, displaying offensive images or gestures, bullying, and microaggressions. Illegal behaviors included vandalism, theft, assault, drug trafficking, will also not be tolerated.

Should any individual become aware of illegal or inappropriate behavior, a report (with options for anonymous submission) can be filed through an online portal via QR code (see below) set up for confidential reporting. The online reporting system will immediately notify the conference designated SNIP safety officer and president of the society. Immediate reporting is critical to ensure sufficient time for an appropriate response.

When allegations are received, the designated SNIP safety officer and/or SNIP president will be responsible for assessing the situation, gathering relevant facts from all parties involved and conducting private discussions with those who are the object of or offended by the behavior, as well as those accused of the behavior. Care will be taken to ensure that the situation is kept private during the discussions and that respect is given for all concerns of those impacted. Based on the magnitude of the infraction and considering any resolutions that will appease those offended, the safety officer and president will determine a course of action to resolve the issue. For the most egregious infractions, the offending party will be immediately ejected from the conference and prohibited from attending or returning to any events or future events.

Individuals who have questions, concerns or complaints related to harassment are also encouraged to directly contact the designated SNIP safety officer or the HHS Office for Civil Rights (OCR). A complaint with the HHS OCR (see OCR's webpage, [Filing a Civil Rights Complaint](#)) can also be filed. Filing a complaint with the conference organizer is not required before filing a complaint of discrimination with HHS OCR and seeking assistance from the conference organizer in no way prohibits filing complaints with HHS OCR. The NIH can also be notified about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences (see NIH's [Find Help webpage](#)).

Illegal or inappropriate behavior
reporting



For any questions or concerns, contact the designated SNIP safety officer or SNIP president.