



Statement of Commitment to Safety:

The International Symposium on Neural Regeneration (ISNR) is committed to providing a safe, positive, respectful and productive environment that fosters open dialogue and is free from harassment, hostile conduct, and discrimination. ISNR does not tolerate discrimination in any form. All attendees (including, but not limited to, participants, speakers, volunteers, sponsors, staff members, and all others) must abide by the Code of Conduct, an NIH-approved Safety Plan, as well as US law. This information is consistent with or directly from the Code of Conduct of the American Spinal Injury Association (ASIA), of which ISNR is a business affiliate.

Expectations of Conduct and Behavior:

Participants are expected to conduct themselves in a professional manner, to communicate with respect and consideration for others and to abstain from conduct that is (or may be perceived as) harmful to others.

ISNR activities are designed to create safe, hospitable and inclusive environments for all attendees, regardless of age, sex, sexual orientation and expression, disability, physical appearance, race, ethnicity, color, national origin, religion, marital status, sexual orientation, veteran status, or inclusion in any systemically excluded groups.

Disruptive, discriminatory, or harassing behaviors of any kind will not be tolerated. Examples of behaviors that are considered harassing are: insensitive or offensive statements, microaggressions, derogatory remarks, personal insults, stalking, threats, hostile conduct, or conduct where behavior is motivated by discrimination or stereotypes towards a person or group; drawings, written statements, verbal statements, or social media posts, related to a person's race, ethnicity, color, national origin, disability, sex, religion, age, gender identity, marital status, physical appearance, sexual orientation, veteran status, or other. This also includes unwelcome sexual advances or behavior of any kind.

Note that conduct that is acceptable to one person may be considered offensive by another.

ISNR does not condone criminal activity or violations of the law of any kind during the conference. Organizers will take appropriate action whenever such conduct is discovered to enforce the law, such as by contacting law enforcement.

In the case of an emergency or if any attendee is in immediate danger, contact hotel security or local law enforcement (call 9-1-1).

Reporting:

How to confidentially report alleged violations:

Any conference attendee who believes they have experienced or witnessed a violation of this Safety Plan, or the Code of Conduct can report it immediately to the Conference Organizer (Ona Bloom at obloom@northwell.edu), any member of the Scientific Advisory Board (<https://www.theisnr.org/board>) or to conference staff. These parties are available to make attendees feel safe during the conference.

Plan to document allegations and resulting actions:

Allegations or complaints will be documented and investigated (including by private discussions with involved individuals and if appropriate, witnesses to any alleged violations) by the Conference Director, in consultation with one or more members of the Scientific Advisory Board (SAB) and conference staff. ISNR will maintain written documentation of any allegations, investigations, discussions, and follow up sanctions. Documentation will be held in confidence by the ISNR, conference staff, and ISNR's legal counsel.

Potential consequences for those who are found to violate the expectations of behavior will be determined with input from the SAB and conference staff. Potential consequences include, but are not limited to, sanctions that range from verbal warnings to immediate expulsion from the current meeting and exclusion of participation in future meetings. Some matters may be referred to home institutions or employers of attendees, to evaluate and determine any appropriate actions consistent with their own policies and procedures.

Individuals who have questions, concerns or complaints related to harassment are also encouraged to contact the HHS Office for Civil Rights (OCR). Filing a complaint with the conference organizer is not required before filing a complaint of discrimination with HHS OCR, and that seeking assistance from the conference organizer in no way prohibits filing complaints with HHS OCR. Information about filing a complaint can be found here: <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>

Individuals can notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences. NIH provides these suggested resources: <https://grants.nih.gov/policy-and-compliance/policy-topics/harassment/find-help>

Strategies to communicate the Safety Plan to conference attendees and steps the organizers will take to ensure a safe and respectful environment for all attendees, free from discrimination and harassment: The Code of Conduct was posted on the meeting website and emailed to all conference attendees. All attendees must affirm that they will agree to the terms and conditions to the Code of Conduct as part of their registration. <https://www.theisnr.org/code-of-conduct>.

The NIH approved Safety Plan will be posted on the conference website, emailed to all attendees, and displayed on a slide each day of the meeting. Throughout the meeting, conference organizers will remind attendees that any allegations of violations of the code of conduct and/or Safety Plan can be reported or discussed with the Conference Director, members of SAB, or conference staff.