



Code of Conduct for all Participants in Cold Spring Harbor Meetings

Cold Spring Harbor Laboratory is dedicated to pursuing its twin missions of research and education in the biological sciences. The Laboratory is committed to fostering a working environment that encourages and supports unfettered scientific inquiry and the free and open exchange of ideas that are the hallmarks of academic freedom. The Laboratory aims to maintain a safe and respectful environment for all attendees of our meetings and courses program and associated support staff by providing an environment free from discrimination and harassment, in accordance with federal, state or local law.

Consistent with the Laboratory's missions, commitments and policies, the purpose of this Code is to set forth the Laboratory's expectations for the professional conduct of individuals participating in the Laboratory's meetings program, including organizers, session chairs, invited speakers, presenters, attendees and sponsors. This Code is intended to be consistent with the policies the Laboratory has in place governing conduct by its own faculty, trainees, students and employees.

By registering and attending meeting participants agree to:

1. Treat fellow meeting participants and Cold Spring Harbor staff with respect, civility and fairness, and without bias based on race, color, religion, sex, national origin, citizenship status, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, genetic information, or any other criteria prohibited under applicable federal, state or local law.
2. Use all Cold Spring Harbor Laboratory facilities, equipment, computers, supplies and resources responsibly and appropriately, as you would at your home institution.
3. Abide by the alcohol policy (see below).

Similarly, meeting participants agree to refrain from:

1. Discrimination in violation of Laboratory policy based on age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.
2. Behavior that is disrespectful of others and unprofessional interpersonal behavior that interferes with the working and learning environment.
3. Unwanted physical contact with others or threats of such contact.
4. Sexual harassment or harassment based on age, gender, race, ethnicity, national origin, religion, disability or sexual orientation.
5. Loss of civility that interferes with the working and learning environment (for example shouting, personal attacks or insults, throwing objects or other displays of temper).
6. Misappropriation of Laboratory property or excessive use of resources for personal use.



Breaches or Violations of the Code of Conduct

Cold Spring Harbor Laboratory aims to maintain a conference environment in accordance with the principles and expectations outlined in the Code of Conduct. Meeting organizers are tasked with providing leadership during each meeting, and may be approached informally about any breach or violation. Breaches or violations should be reported to program leadership in person or by email:

Dr. David Stewart Grace Auditorium, Office 204; 516 367 8801; stewart@csHL.edu

Dr. Charla Lambert Hershey Laboratory, Office 214; 516 367 5058 ; clambert@csHL.edu

The Laboratory will take action as needed to resolve the matter, up to and including immediate expulsion of the offending participant(s) from the meeting, dismissal from the Laboratory, and exclusion from future academic events offered by CSHL.

Meeting Alcohol Policy

1. Consumption of alcoholic beverages is not permitted in CSHL public areas other than at the designated social events (wine-and-cheese party, picnic or banquet), in Blackford bar or under the supervision of a licensed CSHL bartender.
2. No provision of alcohol by meeting sponsors is permitted unless arranged through CSHL.
3. Meeting participants consuming alcohol are expected to drink only in moderation at all times during the meeting.
4. Excessive promotion of a drinking culture at any meeting is not acceptable or tolerated by the Laboratory. No meeting participant should feel pressured or obliged to consume alcohol at any meeting-related event or activity.

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