

CODE OF CONDUCT FOR ALL PARTICIPANTS IN CSHL 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. To this end, the Laboratory aims to maintain a safe and respectful environment that is free from harassment and discrimination for all attendees of our meetings and courses as well as associated support staff, in accordance with federal, state and local laws.

By registering for and attending a CSHL meeting, either in person or virtually, participants agree to:

1. Treat fellow meeting participants and CSHL staff with respect, civility and fairness, without bias based on sex, gender, gender identity or expression, sexual orientation, race, ethnicity, color, religion, nationality or national origin, citizenship status, disability status, veteran status, marital or partnership status, age, genetic information, or any other criteria prohibited under applicable federal, state or local law.
2. Use all CSHL facilities, equipment, computers, supplies and resources responsibly and appropriately if attending in person, as you would at your home institution.
3. Abide by the CSHL Meeting Alcohol Policy if attending in person.

Similarly, meeting participants agree to refrain from:

1. Harassment and discrimination, either in person or online, in violation of Laboratory policy based on sex, gender, gender identity or expression, sexual orientation, race, ethnicity, color, religion, nationality or national origin, citizenship status, disability status, veteran status, marital or partnership status, age, genetic information, or any other criteria prohibited under applicable federal, state or local law.
2. Sexual harassment or misconduct.
3. Disrespectful, uncivil and/or unprofessional interpersonal behavior, either in person or online, that interferes with the working and learning environment.
4. Misappropriation of Laboratory property or excessive personal use of resources, if attending in person.

DEFINITIONS AND EXAMPLES

Uncivil/disrespectful behavior is not limited to but may take the following forms:

- Shouting, personal attacks or insults, throwing objects, and/or sustained disruption of talks or other meeting-related events

Harassment/discrimination is not limited to but may take the following forms:

- Threatening, stalking, bullying, demeaning, coercive, or hostile acts that may have real or implied threats of physical, professional, or financial harm
- Signs, graphics, photographs, videos, gestures, jokes, pranks, epithets, slurs, or stereotypes that comment on a person's sex, gender, gender identity or expression, sexual orientation, race, ethnicity, color, religion, nationality or national origin, citizenship status, disability status, veteran status, marital or partnership status, age, genetic information, or physical appearance

Sexual misconduct is not limited to but may take the following forms:

- Unwelcome and uninvited attention, physical contact, or inappropriate touching
- Groping or sexual assault
- Use of sexual imagery, objects, gestures, or jokes in public spaces or presentations
- Any other verbal or physical contact of a sexual nature when such conduct creates a hostile environment, prevents an individual from fulfilling their professional responsibilities at the meeting, or is made a condition of employment or compensation either implicitly or explicitly

REPORTING BREACHES OR VIOLATIONS

Cold Spring Harbor Laboratory aims to maintain in-person and virtual conference environments that accord with the principles and expectations outlined in this 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 also be reported to program leadership in person or by email:

- Dr. David Stewart, Grace Auditorium Room 204, 516-367-8801 or x8801 from a campus phone, stewart@cshl.edu
- Dr. Charla Lambert, Hershey Laboratory Room 214, 516-367-5058 or x5058 from a campus phone, clambert@cshl.edu

[Reports may be submitted](#) by those who experience harassment or discrimination as well as by those who witness violations of the behavior laid out in this Code.



The Laboratory will act 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.

Since many CSHL meetings and courses are funded by NIH grants, you may also contact the [Health & Human Services Office for Civil Rights](#) (OCR).

See [this page](#) for information on filing a civil rights complaint with the OCR; filing a complaint with CSHL is not required before filing a complaint with OCR, and seeking assistance from CSHL in no way prohibits filing complaints with OCR. You [may also notify NIH directly](#) about sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported events.