



National Diversity in STEM Conference

PARTICIPATION AND CODE OF CONDUCT POLICY

All conference participants agree to the participation and code of conduct policy outlined below – these policies are subject to change at the discretion of SACNAS.

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1. Cancellation and Substitution Policy

All registration purchases are final. No refunds will be permitted. Substitutions for regular conference registrations (students, postdocs, & professionals) are permitted prior to October 21, 2024. After that date, substitutions will not be accepted. Only one substitution is permitted per original registrant. The individual submitting the substitution request is responsible for updating contact information AND all financial obligations associated with that substitution. A \$50 substitution fee will apply for all substitutions. No substitutions will be permitted after October 21, 2024. Exhibitor registrations are transferable up to 30 days prior to the first day of the conference.

Badge sharing, splitting, and reprints are strictly prohibited. If you are found badge sharing, splitting or reprinting your badge your registration and access to the event may be revoked.

2. Information and Data Collection

This conference and general websites may voluntarily collect submitted information including a user's email address, phone number, address, first and last name, and any additional information submitted when completing our general or embedded data forms. In addition, this site may collect information about travel dates, etc. We do not store credit card information entered onto either site.



The protection of your personal data is extremely important to us. We follow generally accepted standards for data protection and maintain best practice safeguards. When users submit personal data, additional safeguards are deployed as an additional protective measure. All safeguards are continually updated and monitored by our professional team and/or a third-party technology contractor.

On completing your registration, you agree and consent to allow your name and email address information to be shared with select Exhibitors and Sponsoring Partners.

3. Photo and Video Recording Policy

By registering for NDiSTEM, you agree to allow SACNAS to use any photos or video recordings taken of you during NDiSTEM in news media, websites, publications, articles, marketing pieces etc. If you have any questions about this policy, please contact us at reg@sacnas.org.

4. National Conference Code of Conduct

SACNAS believes in a conference environment that is inclusive, supportive, and free from any forms of harassment or discrimination. SACNAS values and respects the rights and privileges of others and asks that you honor its mission and vision through compliance with The National Diversity in STEM Conference Code of Conduct, as defined:

- SACNAS is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, physical or mental disability, physical appearance, body size, race, national origin or ancestry, ethnicity, religion (including the lack thereof or religious dress and grooming), marital status, domestic partnership status, military or veteran status, or any other basis protected by federal, state, or local laws.
- The conference promotes both professional development and personal growth. Therefore, any harassment, microaggression, intimidation, and/or insinuating behavior will not be tolerated.
- The conference upholds an illegal drug, smoke & alcohol-free atmosphere for all conference events, activities, and programming.

As a thought-leader for STEM diversity, SACNAS encourages a proactive and constructive dialogue. Therefore, conference participants are asked to respect the following guidelines while participating in the conference, including video conferencing, live chat, live stream, email, social media, and any other in-person, or group communications:

- Structure your critiques in a proactive and constructive way
- No profanity or expletives (explicit or implied)
- No racial epithets
- No homophobic or transphobic language
- No denigrating or bigoted remarks
- No attacking individuals or groups
- No discriminatory or offensive language towards disabled persons, the LGBTQIA community, or people from other ethnic or religious backgrounds



- No commentary, content and/or images that are pornographic, proprietary, harassing, libelous, or that can create a hostile and toxic conference environment.

a. Defining Inappropriate Behavior

Harassment, microaggression, intimidation, and/or insinuations are hurtful and interfere with other attendee's experience and participation in The National Diversity in STEM Conference. These behaviors are inappropriate and unacceptable. Inappropriate behavior can take many forms such as but not limited to slurs, jokes, derogatory or discriminatory statements, foul or obscene language, offensive clothing, intoxication, stalking, gestures, pictures, drawings, violating personal space by impeding or blocking another person's movement, public intoxication, non-adherence to COVID policy, harassing photography or recordings, offensive emails, direct messages, texts, voicemail messages, social media postings, or any other content in any other form than can create a hostile or toxic conference environment.

b. Consequences of Inappropriate Behavior

Inappropriate behavior as outlined above will not be tolerated. If asked to stop behaving inappropriately, you should comply immediately. If violators of this policy—in part or entirety—do not comply, they will be asked to leave the conference immediately (and/or exit the virtual platform), their entry/access revoked, may not return, and may be banned from future conferences and/or SACNAS participation, including volunteer service and/or future event attendance.

SACNAS Reserves the Right to Moderate and Block Content: SACNAS conference attendees should be aware that SACNAS will monitor and moderate attendee social media and online posts mentioning SACNAS and/or using the hashtag #2024SACNAS, #SACNAS2024, or any other hashtags associated with SACNAS' National Diversity in STEM Conference. Failure to follow the above guidelines may result in posts being blocked on the displayed social wall/feed.

SACNAS reserves the right to refuse entry to or remove any party from the event at any time: All determinations are at the sole discretion of SACNAS, and the decision of the leading SACNAS representative and/or committee will be final.

Individuals expelled due to violating this Conference Code of Conduct will not be eligible for a refund or other consolation. Severe breaches of this Conference Code of Conduct may result in disqualification from participating in future SACNAS events.

c. Illegal Drug, Smoke & Alcohol Policies

Any violation of these policies by conference attendees is viewed by SACNAS as a serious violation and will be treated accordingly.

Illegal Drug-Free Policy



SACNAS has a zero tolerance for illegal drug use. Unlawful purchase, distribution, dispensing, possession, or use of a controlled substance by conference participants is prohibited.

Smoke-Free Policy

The smoke-free policy applies to the convention center, meeting rooms, public spaces, and any additional rooms/locations used offsite for official conference activities. The use of e-cigarettes, vaporizers, and related products are also prohibited.

Conference attendees are required to adhere to individual hotel smoke-free policies and individual venue smoke-free policies (e.g., universities, corporate headquarters, etc.)

Alcohol-Free Policy

The alcohol-free policy applies to all conference events in the convention center, meeting rooms, public spaces, and any additional rooms/locations used offsite for official conference activities. SACNAS prohibits alcohol consumption by conference attendees under the age of 21.

The following can be exempted from the conference alcohol policy restriction, with prior written approval of SACNAS:

- Any sponsored event that is held off-site (outside of the convention center) for professionals (21 and over). These events must be approved in advance by SACNAS but are the sole responsibility of the sponsoring organization.
- Any funder and/or partner cultivation, stewardship, or appreciation event off-site for professionals (21 and over).
- Additional exemption requests will be considered on a case-by-case basis.

d. Student Scholars

Students receiving funding to attend the conference by SACNAS are reminded that you are subject to any state and federal laws, and any local policies and regulations. Student scholars caught with or under the influence of alcohol or illegal drugs of any sort will be removed from the trip and sent home at their own expense. If the participant is removed from the Conference, no money will be refunded for the portion of the trip missed. Transportation to the appropriate airport to travel home and any additional fees assessed by the airlines and/or SACNAS are the responsibility of the participant.

e. Family Participation Policy

The Family Participation Policy extends to all minors (ages 17 and under). All conference attendees must be 18 years or older, unless any of the following exceptions apply:

Exceptions



- Infants (up to 12 months) or children up to 24 months can stay with their parent(s) throughout the conference. SACNAS will provide a lactation room at the convention center for nursing and/or bottle-feeding parents.
- Children will be allowed to attend the Pow Wow, which is a public event and open to all ages.
- Children (up to age 17) of an invited Plenary Keynote or Plenary Featured speakers will be allowed to attend the conference the day their parent or guardian is presenting, but they must be accompanied by another parent or guardian while within the convention center.
- Children (up to age 17) of a breakout session speaker will only be allowed to attend their family member's session and will not be allowed to attend other conference activities. All minors must be accompanied by a parent or guardian while within the convention center.

Disclaimer: If children are brought to the convention center and/or any SACNAS events, the parent/guardian is the sole responsible party. If the child/ren are over 24 months old, the conference participant will be asked to adhere to the Family Participation Policy and remove the child/ren from the conference. SACNAS will not be responsible for any injury, illness, death, loss, damage, expense, cost, or other sum to any child/ren brought to the conference or any related conference activities.

f. Code of Conduct concern?

This National Diversity in STEM Conference stands as a testament to those working to bring about positive changes and opportunities for populations who have been historically excluded and underserved. In the event that you find yourself in an uncomfortable situation, witness or are subjected to inappropriate behavior or have any concerns please reach out to a SACNAS conference staff member immediately or [click here to submit a concern](#) as soon as possible for support.

5. Event COVID-19 Policy

Event guidance is based on information provided by the U.S. Centers for Disease Control and Prevention ([CDC](#)) and current travel guidelines from local authorities.

COVID-19 Vaccinations

We strongly encourage event participants (attendees, exhibitors, vendors, and speakers) be fully vaccinated and boosted by the event start date ([CDC Vaccination Guidance](#)). Our greatest concern is the health and safety of our staff, conference participants, and attendees. Please take personal responsibility for your health and safety and in turn, protect the health and safety of others around you.

Face Coverings

Masks are encouraged at all NDiSTEM events. ([CDC Mask Information](#))



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Health and Safety Signage

Signage will be placed throughout the venue to remind all participants to frequently wash and sanitize their hands and to follow recommended face covering practices.

Screening Event

Participants are strongly encouraged to participate in daily self-screening before attending a SACNAS event. We ask that you not enter the Convention Center or any NDiSTEM event if you are experiencing any COVID-19 symptoms or have had close contact with a person who has COVID-19:

- Feeling feverish or having a temperature of 100°F or higher
- Cough
- Shortness of breath or difficulty breathing
- Chills or repeated shaking with chills
- Muscle pain or body aches
- New loss of taste or smell
- Headache
- Sore throat
- Fatigue

If you have any questions about this policy, please contact us at reg@sacnas.org.

COVID-19 Liability Waiver and Assumption of Risk

COVID-19 AND OTHER COMMUNICABLE DISEASES: I agree, understand, and acknowledge, that an inherent risk of exposure to the disease COVID-19 (as defined by the World Health Organization and any strains, variants, or mutations thereof) and SARS-CoV-2 (the virus that can cause COVID-19) (collectively, "COVID-19"), and any other communicable or infectious disease, exists in any public place where people are present. COVID-19 is an extremely contagious communicable disease that can lead to severe illness and death. No precautions can eliminate the risk of exposure to COVID-19, and the risk of exposure applies to everyone. I also acknowledge that the risk of exposure to COVID-19 and any other communicable or infectious disease includes the risk that I will expose others that I later encounter, even if I am not experiencing or displaying any symptoms of illness.

I acknowledge that my participation in this event is entirely voluntary, and I acknowledge and agree to voluntarily assume any and all risks in any way related to exposure to COVID-19 and any other communicable or infectious disease, including illness, injury, or death of myself or others. I hereby release and hold harmless SACNAS, its employees, members, agents, directors, officers and representatives and other participants in the event from and against all liabilities (statutory or otherwise) for claims, suits, demands, judgments, costs, interest and expense (including but not limited to attorney's fees and disbursements) for injury, illness, permanent disability, or death related to COVID-19 arising from or in



connection with my attendance at the event, EVEN IF ARISING FROM THE NEGLIGENCE, ACTS OR OMISSIONS OF THE RELEASED PARTIES.

I also agree that I will be solely responsible for all costs, whether direct or indirect, associated with any mandated quarantine, isolation or travel restrictions imposed by any governmental authority or any cancellation of the event relating to COVID-19 or any other communicable disease or public health crisis.

By participating in this event, I attest I am knowledgeable about my individual risk of developing severe illness if I am infected with COVID-19 or other communicable or infectious disease; I have made an informed decision about participating based on my individual risk; and I have decided whether to consult with a health care provider based on my individual risk. I further acknowledge and agree to follow all COVID-19 rules, regulations, mandates and safety protocols issued from time to time by SACNAS, and/or the CDC, including but not limited to: (a) mandatory COVID-19 testing at such times and frequency as required by the CDC, or other relevant agency, which may include testing before and after the event; (b) daily health screening (including temperature checks) for signs and symptoms of COVID-19 and known exposure to COVID-19; (c) denial of participation due to signs and symptoms of a possible COVID-19 infection or known exposure to COVID-19; (d) participation in contact tracing and data collection for COVID-19 tracking; (e) mandatory isolation and/or quarantine as ordered by a public health authority; (f) closure of an activity or event due to a positive or suspected COVID-19 infection in a participant (g) mandatory use of face coverings/face masks; and (h) following social distancing requirements of any public health authority.

I HAVE READ AND UNDERSTAND THIS AGREEMENT AND I AM AWARE THAT BY SIGNING BELOW I MAY BE WAIVING CERTAIN LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE.

Participant Signature: _____ Date: _____

Participant Name: _____

6. SACNAS NDISTEM Release of Liability

By signing this Waiver and Release of Liability (Agreement), I waive and release SACNAS, its agents, servants, employees, insurers, successors and assigns from any and all known and unknown claims, demands, causes of action, damages or suits at law and equity of any kind, including but not limited to claims for personal injury, property damage, medical expenses, loss of services, on account of or in any way related to or growing out of my presence or involvement at the facility, programs and activities of SACNAS at off-site events.

This waiver and release is intended to and does release SACNAS from any and all known and unknown liability for damages or injuries on account of or in any way related to or growing out of my negligence, the negligence of third parties and SACNAS's negligence or gross negligence. To the maximum extent permitted by law, I further agree to waive any and all rights I may have under California Civil Code § 1542, and/or under any similar provision in any other state or federal jurisdiction. Section 1542 provides that: "A general release does not extend to claims that the creditor or releasing party does not know or subject to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party."



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I further covenant and agree not to institute any claims or legal action against SACNAS for any claim released by this Agreement. I further agree that should any claim be made against SACNAS in contravention of this Agreement, including but not limited to derivative claims, I will protect, defend and completely indemnify (reimburse) SACNAS for any such claim and expenses including attorney's fees and costs incurred by SACNAS in defending themselves or security indemnity hereunder.

I understand that SACNAS is not responsible for any lost, stolen, or damaged valuables or property.

I acknowledge that I have received and read a copy of the current rules and regulations governing the use of the facility. I agree that I will fully comply with all rules and regulations and with any amendments.

I have read the Agreement and understand that by signing the Agreement I have consented to be bound by its terms, including the waiver/release of any legal right I may have to sue SACNAS for any costs they incur because a claim or legal action is brought in violation of this Agreement. I agree any violation of the Agreement and its terms and conditions, as determined by SACNAS, will void and terminate this Agreement and may result in loss of the ability to use the facility.

I HAVE READ AND UNDERSTAND THIS AGREEMENT AND I AM AWARE THAT BY SIGNING BELOW I MAY BE WAIVING CERTAIN LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE.

Participant Signature: _____ Date: _____

Participant Name: _____