



## **RESI Conference Series Sexual Harassment Policy**

The RESI Conference is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity, and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants and attendees in any form. Conference participants violating these rules will be expelled from the conference series, without a refund, at the discretion of the conference organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.)
- Sexual images in public spaces
- Deliberate intimidation, stalking or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

### **Enforcement**

Participants asked to stop any harassing behavior are expected to comply immediately. Exhibitors, sponsors, volunteers, and vendors, are also subject to the anti-harassment policy

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes expulsion from the conference, with no refund.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect participants to follow these rules at all event venues and event-related social activities.

### **Reporting**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Conference staff can be identified by badges, scarves and ties. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

You can make a report either personally or via email.

## Personal Report

You can make a personal report by:

- Calling or messaging this phone number 617-580-5003. This phone number will be continuously monitored for the duration of the event.
- Emailing Lucy Parkinson, VP of Investor Research at [l.parkinson@lifesciencenation.com](mailto:l.parkinson@lifesciencenation.com)
- Contacting a staff member, identified by badges, scarves, and ties.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel/venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.