

Safety Plan: Society for Pelvic Research 8th Annual Meeting December 7-9, 2023 to be Held in the Hilton Garden Inn Savannah, GA.

- **Statement of commitment to provide a safe environment**

The Society of Pelvic Research is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.
- **Expectations of behavior**
 - A. Our aim is to maintain the highest standards of professional and ethical conduct.
 - B. We will not tolerate harassment of conference participants in any form, with specific emphasis on harassment related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.
 - C. During the registration process, in-person and/or virtual attendee will agree and acknowledge that they are undertaking participation in the meeting code of conduct, with unacceptable behavior defined as harassment, intimidation, or discrimination in any form, verbal abuse of any attendee, speaker, volunteer, sponsor, staff member, service provider, or other meeting guests.
 - D. Sexual language and imagery will not be permitted at the conference venue, including talks, workshops, parties, Twitter and other online media.
- **Instructions on how to confidentially report alleged violations of the expectations of behavior to conference organizers.**
 - A. Our code of conduct will be published in the Meeting Program and on the Society of Pelvic Research Home page.
 - B. The registration form will require attendees to check a box attesting that they have read the code of conduct/safety plan.
 - C. During the conference a link to the code of conduct/safety plan will be printed on the back of name badges, in the Meeting Program and on slides at the opening session.
 - D. It will be expressly stated that reporting alleged violations/harassment will be treated as strictly confidential.
 - E. A link to a secure communication method to transmit the confidential report will be provided in the Meeting Program and on the Society of Pelvic Research Home page. Alleged violations will be submitted as a report outlining the alleged violations, and if appropriate, the report should include suggestions for addressing the issue or preventing similar incidents in the future. There will be an option to include a statement requesting that the identity of the report writer remains confidential.
- **Description of how the organizers will assess allegations and the consequences for those who are found to violate the expectations of behavior**
 - A. The confidential report will be addressed to the President or Vice President of the Society of Pelvic Research.
 - B. The President or Vice President shall present the complaint to the full Board of Directors at one of its regular meetings and suggestions for addressing the issue, or preventing similar incidents in the future will be discussed. Upon a majority of the Board of Directors approval of these measures they will be added to the governing bylaws of the Society of Pelvic Research.
 - C. Conference participants found to be in violation of the code of conduct/safety plan by a three-fourths vote of all Board members will be immediately expelled from the conference without a refund and banned from participating in future annual meetings. In addition, if a three-fourths vote of all Board members recommends involuntary termination of membership as corrective measure, the individual shall then be given 30-days notice after which the at-fault member will be expelled from the society and banned from participating in future annual meetings.
- **Information will be contained in the Meeting Program and on the Society of Pelvic Research Home page explaining that individuals who have questions, concerns or complaints related to harassment are also encouraged to contact the conference organizer or the HHS Office for Civil Rights (OCR)**

- A. Information in the Meeting Program and on the Society of Pelvic Research Home page will explain how a complaint can be filed with HHS OCR (a link will be provided to OCR's webpage, Filing A Civil Rights Complaint at <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>).
 - B. Information in the Meeting Program and on the Society of Pelvic Research Home page will explain that filing a complaint with the conference organizer (Society of Pelvic Research) 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.
 - C. Information in the Meeting Program and on the Society of Pelvic Research Home page will explain individuals can also notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences at <https://grants.nih.gov/grants/policy/harassment/find-help.htm>
- **Describe the strategy that will be used to communicate the Safety Plan to conference attendees and a plan to document allegations and resulting actions.**
 - A. Our code of conduct/Safety Plan will be published in the Meeting Program and on the Society of Pelvic Research Home page.
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 - **Provide information on the steps the organizers will take to ensure a safe and respectful environment for all attendees, free from discrimination and harassment.**
 - A. Our code of conduct/safety plan provides for a safe and respectful environment for all attendees, free from discrimination and harassment. It states that the Society of Pelvic Research is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. Our expectations of behavior is to maintain the highest standards of professional and ethical conduct. We will not tolerate harassment of conference participants in any form, with specific emphasis on harassment related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. During the registration process, in-person and/or virtual attendee will agree and acknowledge that they are undertaking participation in the meeting code of conduct, with unacceptable behavior defined as harassment, intimidation, or discrimination in any form, verbal abuse of any attendee, speaker, volunteer, sponsor, staff member, service provider, or other meeting guests. Sexual language and imagery will not be permitted at the conference venue, including talks, workshops, parties, Twitter and other online media.

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