

4DN Annual Meeting Code of Conduct

It is expected that all who participate in the 4DN Annual Meeting to abide by a Code of Conduct when interacting in physical spaces (i.e., 4DN meeting venues), digital spaces (i.e. email communication, SMS, video chats, Slack*), and in 4DN related social media channels.

The following behaviors are encouraged and promoted at this 4DN event:

- Be welcome and inclusive.
- Participate in an authentic and active way.
- Respect the viewpoints and ideas of others.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Show empathy and kindness when interacting with others.

The following behaviors are considered harassment and are unacceptable:

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Sending, posting, or displaying sexually explicit or violent material.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes sexualized comments or jokes, inappropriate touching, groping, and unwelcome sexual advances.
- Deliberate intimidation, stalking, or following.
- Advocating for, or encouraging, any of the above behavior.
- Sustained disruption of community events, including talks and presentations.

Any instances of abusive, harassing, or otherwise unacceptable behavior should be reported to NIH Staff. Additionally, you may contact the NIH Office of the Ombudsman, which will not involve 4DN Staff. The ombudsperson can be contacted directly via phone or email:
NIH Office of the Ombudsman (301-594-7231, ombudsman@od.nih.gov , or ombudsman.nih.gov)

Note the "When to Contact Us" document:

https://ombudsman.nih.gov/when_to_contact_us

Other alternatives to reporting harassment:

<https://grants.nih.gov/grants/policy/harassment/find-help.htm>

<https://grants.nih.gov/grants/policy/harassment/notify.htm>

Attendees or project participants asked to stop any harassing or discriminatory behavior are expected to comply immediately. 4DN leadership, at their sole discretion, may take action to redress behavior that is disruptive or that is making the environment unsafe for participants. This may include asking individuals to leave the event at their own expense and without a refund of any fees paid.