

Dear Participant:

This event is supported all or in part by the National Science Foundation under Award No. 2408914. The Event Organizer for this meeting is: Vyjayanthi Chari, Naihuan Jing, and Corey Jones, available at the emails: vyjayanthichari@gmail.com, jing@ncsu, cmjones@ncsu.edu

Consistent with NC State's commitment to promoting an environment free from sexual and other forms of harassment and discrimination, the University provides the following notice to all event participants outlining: (1) the University's expectations and policies that support an environment free of harassment and discrimination based on protected status; and (2) providing directions on how attendees of university events may report any concerns or potential violations of these policies and obtain support for addressing unacceptable behaviors.

Expectations for NC State Events

NC State University is committed to fostering a culture of diverse and inclusive excellence in which persons of all identities and from all backgrounds feel welcomed, supported, and encouraged to engage in the free and open exchange of ideas. Our dedication to excellence means that attendees at NC State events, including conferences, workshops, and symposia, can expect to experience a safe environment free of discrimination and harassment. Behaviors that do not uphold the highest standards of integrity and professional ethics are contrary to NC State's mission and values and are unacceptable at NC State events.

Expectations for Event Attendees

NC State expects all event attendees to contribute to an environment free of discrimination or harassment. As outlined in Section III below, NC State policies prohibit discrimination or harassment based on race, color, religion, sex (including pregnancy; childbirth, and related medical conditions; parenting; and sexual harassment), sexual orientation, actual or perceived gender identity, age, national origin, disability, veteran status, genetics information, or on any basis protected by an applicable law (a "protected status").

Forms of harassment that may violate this policy include, but are not limited to:

Verbal harassment – for example, epithets, derogatory statements, slurs, comments or jokes related to a protected characteristic, unwelcome sexual advances, or requests for sexual favors.

Physical harassment – for example, assault or inappropriate or unwelcome physical contact.

Visual harassment – for example, displaying inappropriate images of any sort via any media, sending written or electronic messages such as text messages or emails that are inappropriate, leering, or making sexual gestures.

We expect event attendees to immediately comply with requests to stop any behavior that is not consistent with NC State's expectations and/or policies.

Policies

The University has several policies prohibiting harassment and discrimination on the basis of protected categories, including the following:

Policy **04.25.05 – Equal Opportunity, Non-Discrimination and Affirmative Action Policy**,
Policy **04.25.07 – Title IX Sexual Harassment Policy**, and
Policy **11.35.01 – Code of Student Conduct**.

These policies address discrimination, harassment (including sexual harassment), retaliation, and other Prohibited Conduct that violates University policies and federal laws. The policies and their companion regulations:

Outline the University's responsibilities and procedures related to addressing Prohibited Conduct in order to ensure an equitable and inclusive education and employment environment free of sexual harassment and sexual violence; and Define conduct prohibited by the University and explain the administrative procedures the University uses to resolve reports of Prohibited Conduct.

Reporting Concerns and Resolution Procedures

If you experience or witness behaviors that do not align with NC State's expectations and/or policies, we encourage you to raise your concerns as soon as possible with your event organizer or their designee. (The name and contact information for your event organizer are provided above.) **Any concern can be reported directly on this webpage:**

go.ncsu.edu/reportconcern. Additional reporting paths, including the ability to report anonymously, are available on the University's Compliance and Integrity Program website: <https://compliance.ncsu.edu/reporting/hotlines> and described further in the university policies noted above.

In response to reports of alleged violations of NC State's expectations and/or policies, NC State will promptly review and take any appropriate action to address, resolve and/or investigate the concerns as outlined in our procedures. Reports will be kept confidential within the university's legal obligations; however, complete confidentiality cannot be guaranteed. Information about allegations of discrimination, harassment, and retaliation may be shared with others when NC State determines such sharing is necessary to address the prohibited conduct or prevent its recurrence, or to investigate the concern.

NC State prohibits any form of retaliation, including retaliating against another for good faith reporting; for engaging in a protected activity such as inquiring about support related to filing a complaint or addressing unacceptable conduct, filing a complaint, or participating as a witness or party in an investigation, proceeding, or hearing involving alleged violations; or for requesting a reasonable accommodation based on disability, pregnancy, or religion.

Thank you for your attention to this important information and for doing your part to create a supportive and welcoming environment for this event!