Code-of-Conduct Policy – Federally Supported Conferences, Workshops and Symposia

It is the policy of both the National Science Foundation and the U.S. Department of Energy to foster harassment-free environments wherever science is conducted, including at NSF- and DOE-sponsored conferences, workshops, and symposia. Both agencies require applicants requesting funds for the purpose of carrying out conferences, workshops, and symposia to have a policy or code-of-conduct that addresses sexual harassment, other forms of harassment, or sexual assault, and that includes clear and accessible means of reporting violations of the policy or code-of-conduct. Recipients of funding to carry out conferences, workshops, and symposia must also provide this policy or code of conduct to all event participants prior to the event and at the conference/workshop/symposium itself.

# The following message complies with the DOE and NSF requirements and is consistent with Clemson University’s [Non-Discrimination and Anti-Harrassment Policy](https://www.clemson.edu/campus-life/campus-services/access/anti-harassment-policy.html) and [Student Code of Conduct Policy](https://www.clemson.edu/studentaffairs/community-resources/oces/_documents/student_code_of_conduct.pdf). The message below should be provided to all participants prior to and during DOE and NSF-supported conferences, symposia, and workshops.

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Code of Conduct Regarding Sexual and Other Forms of Harassment

Dear Participant:

This conference/workshop/symposium is supported all or in part by the National Science Foundation/DOE under Award No. \_\_\_\_\_\_\_\_.

We are required by the NSF and U.S. Department of Energy to provide all event participants with information on the University’s policy on sexual and other forms of harassment or sexual assault as well as directions on how to report any violations of this policy. For purposes of this requirement, “other forms of harassment” is defined as “non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational policies or codes of conduct, statutes, regulations, or executive orders.”

Clemson prohibits discrimination, including harassment, of any employee, student, guest or visitor because of race, color, religion, sex, sexual orientation, gender, gender identity, pregnancy (including childbirth, or related medical condition), national origin, age, disability, veteran’s status, genetic information, or any other personal characteristic protected under applicable federal or state law. Clemson University will respond promptly to all complaints of discrimination, harassment, or retaliation. Any person, regardless of position or title, who is determined to have engaged in discrimination, harassment or retaliation as prohibited by this policy will be subject to prompt and appropriate corrective action, up to and including dismissal or termination from the University, or in the case of visitors, exclusion from University property and/or programs Clemson also prohibits retaliation against any person because the person filed a complaint of discrimination or because the person participated in any manner in the investigation and resolution of a complaint of discrimination or harassment

The University’s [Standards of Ethical Conduc](https://www.clemson.edu/administration/compliance/standards-ethical-conduct.html)t includes a statement on Respect for the Rights and Dignity of Others, and the University has general policies prohibiting harassment and discrimination on the basis of protected categories, including the [Non-Discrimination and Anti-Harassment Policy](https://www.clemson.edu/campus-life/campus-services/access/anti-harassment-policy.html) and [Student Code of Conduct Policy](https://www.clemson.edu/studentaffairs/community-resources/oces/_documents/student_code_of_conduct.pdf).

**THESE POLICIES APPLY TO THIS EVENT AND ALL EVENT ATTENDEES MUST CONFORM THEIR BEHAVIOR WITH THE POLICIES.**The Policy outlines the University’s responsibilities and procedures related to prohibited conduct in order to ensure an equitable and inclusive education and employment environment free of sexual violence and sexual harassment. Each policy defines conduct prohibited by Clemson University and explains the administrative procedures the University uses to resolve reports of prohibited conduct. The policy applies at all university programs and activities at all locations, both on-campus and at off-site research locations.

**REPORTING PROHIBITED CONDUCT:** Any person who experiences or observes discrimination, harassment or retaliation as prohibited by the Non-Discrimination and Anti-Harassment policy should report the matter immediately here:

**https://media.clemson.edu/administration/compliance/reporting-and-inquiry-contacts-information-approved.pdf**