



Diversity at Events

Anti-Harassment Policy

MassBio is dedicated to providing a harassment-free and inclusive experience for everyone at our events, and all events hosted in MassBio's facilities. We will not tolerate harassment of participants in any form. Participants violating these rules may be sanctioned or expelled from the event at the discretion of the event organizers.

Harassment includes, but is not limited to:

- Discrimination or unfair treatment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, race, ethnicity, age or religion
- Unwelcome sexual attention or advances; unwelcomed discussion of sexual orientation / gender identity
- Inappropriate physical contact
- Comments that are lewd, lascivious, demeaning or derogatory
- Sexual images; or sexualized clothing/uniforms/costumes designed to create a sexualized environment
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Advocating for, or encouraging, any of the above behavior
- Verbal comments that reinforce social structures of domination

If a participant engages in harassing behavior, MassBio retains the right to take actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the premises, including webinars, with no refund. Repeat offenders may be subject to further disciplinary action, such as being banned from participating in future MassBio related events.

We expect participants to follow these rules at all venues and social activities. If someone makes you or anyone else feel unsafe or unwelcome, please report it to the designated member of the MassBio staff for that particular event. Harassment and other code of conduct violations reduce the value of the experience for everyone.

Please note, while we take all concerns raised seriously, we will use our discretion as to determining when and how to follow up on reported incidents and may decline to take any further action and/or may direct the participant to other resources for resolution. This policy extends to talks, forums, workshops, social media, parties, hallway conversations, partners, sponsors, volunteers, and event staff.

Please contact inclusion@massbio.org for any questions.