

Dear NSF-Sponsored Event Participant:

Brandeis University is committed to and strives to create an educational and work environment free of Discrimination, Harassment, and Sexual Violence. Participants in Brandeis programs and activities (including this event) must comply with the University's [Policy Against Discrimination, Harassment, & Sexual Violence](#). Please review the following information regarding this Policy, as well as how to report any violations of the Policy, how to file a complaint, and how any complaints will be resolved.

Brandeis University prohibits discrimination and harassment on the basis of race, color, national origin, ethnicity, caste, sex, pregnancy, sexual orientation, gender identity/expression, including transgender identity, religion, disability, age, genetics, active military or veteran status, and any other characteristics protected under applicable federal or Massachusetts law, known as "*Protected Categories*". Brandeis also prohibits sexual exploitation, sexual harassment, and sexual violence which includes sexual assault, stalking, dating violence, and domestic violence. Retaliation against anyone who files a complaint of discrimination, harassment, or sexual violence, who participates in an inquiry or investigation into those behaviors, and/or otherwise exercises a right under the University's Policy Against Discrimination, Harassment, and Sexual Violence is strictly prohibited.

All employees of Brandeis - including faculty and staff - who learn of possible incidents of discrimination, harassment, or sexual violence have a duty to report those incidents to the University's Office of Equal Opportunity (OEO). Anyone else who experiences or otherwise learns of conduct that may constitute discrimination, harassment, or sexual violence is encouraged to report the conduct to the OEO. You may contact the office directly at 781-736-4806 or oeo@brandeis.edu. You may also report an incident using [EthicsPoint](#), our secure online reporting portal, which allows for anonymous submissions.

When Brandeis is notified of a possible violation of the Policy, the OEO will attempt to communicate with the person who experienced the alleged conduct regarding that incident. OEO will inform the person who experienced the alleged conduct of supportive measures and resources, which are available (without fee or charge) regardless of whether a formal complaint has been filed or a process is being pursued. OEO will also inform the person who experienced the alleged conduct of the available options for addressing the conduct within the University. Individuals may also have the option to concurrently pursue separate legal remedies outside of the University, including filing criminal charges with the police, filing a civil legal action and/or filing an administrative complaint (i.e. Office for Civil Rights, Massachusetts Commission Against Discrimination).

When the University receives notice of a report of conduct that may violate the Policy, the person who experienced the alleged conduct may have the option to file a Formal Complaint via the University's [Formal Complaint Process](#) and may choose to initiate the Investigative Procedure and/or the Informal Resolution Process. In cases where the person accused of the alleged conduct is a University employee, the Institution may have to pursue a Formal Complaint even if the person who experienced the alleged conduct does not want to pursue action. If the Investigative Procedure is initiated, a

determination as to whether the Policy was violated will be made regarding the alleged conduct through the [Formal Resolution Process \(found within the Formal Complaint Process\)](#) or [Title IX Grievance Process](#), as applicable.

If you would like to discuss an incident of discrimination, harassment or sexual violence, but do not want to notify the University, you should contact a confidential resource for [students](#) or for [staff/faculty/guests](#) of the University.

Questions regarding the University's Policy Against Discrimination, Harassment, & Sexual Violence may be referred to Brandeis's [Office of Equal Opportunity](#).

Thank you for your cooperation in upholding this code of conduct for our event to help make this event a safe and inclusive research and learning environment for everyone.