

## SAFETY PLAN

The organizers of ICAC2025 are committed to foster a safe, respectful, and inclusive environment for all participants, regardless of race, gender, sexual orientation, gender identity, disability, ethnicity, nationality, age, religion, or other protected characteristics. This Code of Conduct outlines expectations for participant behavior and consequences for violations. It applies to all conference activities, including presentations and social events. By attending, participants agree to adhere to this Code of Conduct and contribute to a positive conference environment.

### Expected Behavior

- Treat all participants, organizers, and staff with respect, courtesy, and consideration.
- Communicate professionally and constructively, avoiding demeaning, discriminatory, or harassing behavior or language.
- Respect differing viewpoints and intellectual property.
- Comply with all local laws and venue regulations.

### Unacceptable Behavior

Harassment, discrimination, or any behavior that is deemed inappropriate, including but not limited to the following:

- **Harassment**
  - Unwelcome sexual attention or advances, including inappropriate physical contact, comments, or gestures.
  - Persistent, unsolicited invitations or personal attention after requests to cease.
  - Display of sexually explicit or offensive material in any format.
- **Discrimination**
  - Offensive comments or actions related to race, ethnicity, gender, gender identity or expression, age, sexual orientation, disability, physical appearance, religion, nationality, or socioeconomic status.
  - Intentionally misgendering someone or refusing to use their preferred pronouns.
- **Intimidation**
  - Verbal or written abuse, threats, or other forms of intimidation.
  - Stalking or following a participant in any setting (physical or online).
- **Disruption**
  - Sustained interruptions of talks, presentations, or other events.
  - Unauthorized recording, photography, or distribution of conference material or attendees' private information.

### Reporting Incidents

If you witness or experience behavior that violates this Code of Conduct, please report it immediately to the ICAC2025 organizers. Reports can be made in person, via email at [icac2025@maastrichtuniversity.nl](mailto:icac2025@maastrichtuniversity.nl), or by phone at 0031-6-46500475. All reports will be handled with strict confidentiality and carefully documented and assessed, and appropriate actions will be taken to address the situation.

Participants with questions, concerns, or complaints related to unacceptable behavior are encouraged to contact the ICAC2025 organizers, the HHS Office for Civil Rights (OCR), and/or the National Institutes of Health (NIH). Information about how to notify or file a complaint with the HHS OCR or NIH can be found on their respective webpages ([Filing a Civil Rights Complaint](#) and [NIH's Find Help webpage](#)). Filing a complaint with the ICAC2025 organizers is not required before filing a complaint with the HHS OCR or NIH, or vice versa.

### Consequences of Violations

Participants asked to stop unacceptable behavior are expected to comply immediately. Violations of this Code of Conduct may result in the following consequences, depending on the severity of the misconduct:

- Verbal or written warnings.
- Revocation of conference credentials without the possibility of a refund.
- Exclusion from future ICAC conferences.
- Notification to the violator's employer or institution, at the discretion of the organizing committee.
- Reporting the incident to local law enforcement authorities.