



ABSA

INTERNATIONAL

The Association for Biosafety and Biosecurity

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Inclusion Statement

In alignment with our core organizational values, ABSA International (ABSA) encourages positive connections between biosafety professionals, scientists, governmental/nongovernmental organizations, and the public. It is our organization's policy to administer all activities without discrimination on the basis of age, gender, race, religion, sexual orientation, national origin, disability, marital/familial status, and veteran status. These practices extend to all aspects of ABSA's activities and to all roles within the association (e.g., member, ambassador, employee, mentor, sponsor, and vendor).

Event Code of Conduct

ABSA International is committed to providing an environment that encourages the free expression and exchange of scientific ideas and promotes respectful treatment for all participants. All participants are expected to treat others with respect and consideration, follow venue rules, and alert ABSA staff or security of any dangerous situations or anyone in distress.

ABSA International prohibits and will not tolerate any form of harassment or bullying at its events. Harassment is unwanted and unwelcome attention or other conduct that creates an environment where a reasonable person would feel unwelcome, intimidated, excluded, or abused. Harassment based on gender, race, religion, national origin, age, marital status, personal appearance, sexual orientation, gender identity or expression, disability, political affiliation, and any other personal characteristic is strictly prohibited.

This policy applies to all attendees, speakers, exhibitors, contractors, volunteers, and guests at ABSA events. If a participant experiences or witnesses harassment, he/she should contact ABSA staff as soon as possible or contact security if they feel unsafe. All complaints will be responded to promptly and treated seriously and, to the extent possible, confidentially. ABSA expressly forbids any retaliation against individuals for reporting harassment.

In the event that an individual knowingly provides false information regarding a harassment situation, ABSA may take similar disciplinary action.

ABSA will accept and investigate all complaints of harassment and investigations will be conducted in an unbiased manner. All complaints will be responded to promptly and treated seriously and, to the extent possible, confidentially.