



The University
of North Carolina
at Chapel Hill

12th Symposium on Hemostasis Safety Plan & Code of Conduct

Commitment to a Safe Environment: We are committed to providing a safe, respectful, inclusive, and harassment-free environment for all participants. Harassment, discrimination, and inappropriate conduct will not be tolerated.

Expected Behavior: All attendees, speakers, and staff must behave professionally.

Prohibited conduct includes:

- Harassment or discrimination based on race, ethnicity, sex, gender identity, sexual orientation, disability, religion, age, or other protected characteristics
- Sexual harassment (unwelcome advances, requests for favors, or sexual conduct)
- Offensive, derogatory, or demeaning comments or gestures
- Intimidation, stalking, or unwanted physical contact
- Disruption of sessions or conference activities

Confidential Reporting:

Concerns may be reported confidentially to conference organizers:

- In person (organizing committee or registration desk)
- Email: Erica Sparkenbaugh (sparkenb@ad.unc.edu)
- Phone/Text: Erica Sparkenbaugh (517-648-5107)

We will make every effort to protect confidentiality.

Review & Consequences: Reports will be reviewed promptly and fairly.

Possible actions include:

- Warning
- Removal from sessions or events
- Revocation of registration (without refund)
- Removal from the conference
- Notification of home institution (if appropriate)

Additional Reporting Options: Participants may also contact the **HHS Office for Civil Rights**.

File a complaint: <https://www.hhs.gov/ocr/complaints/index.html>

- Filing with the conference is **not required** before contacting OCR
- Reporting to organizers does **not** limit the right to file with OCR

Notifying NIH: Concerns about harassment or misconduct at NIH-supported conferences may also be reported to NIH: <https://grants.nih.gov/grants/policy/harassment/find-help.htm>