

NSF Supported Events - Code of Conduct Policy for Conference Proposals Sample

The National Science Foundation (NSF) Proposal Award Policy and Procedure Guide (PAPPG), effective February 25, 2019, requires applicants requesting NSF funds for the purpose of carrying out a conference, symposia, or workshop, to have a policy or code of conduct in place that addresses prohibited conduct such as sex discrimination, (e.g. sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity), sex-based harassment (e.g. quid pro quo, hostile environment, and specific offenses [e.g. sexual assault/violence, domestic violence, dating violence, and stalking], and other forms of harassment, and that includes clear and accessible means of reporting violations of the policy or code of conduct. Further, this policy or code of conduct must be disseminated to the participants prior to their attendance, as well as, at the conference, symposia, or workshop.

The following message complies with the above NSF requirements and should be provided to all participants prior to and upon arrival at any NSF supported conference, symposia, or workshop carried out after February 25, 2019. The notice should also be attached to the conference website.

Dear NSF Conference/Symposia/Workshop Participant:

This event is supported all or in part by the NSF under Award No. _____ and is governed by the NSF PAPPG which became effective February 25, 2019. Chapter II.E.8 of this guide requires that we provide all event participants with information on the University's policy on sexual harassment, other forms of harassment and sexual assault as well as information about how to report any violations of such policy. For purposes of this requirement, "other forms of harassment" is defined as "Non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational policies or codes of conduct, statutes, regulations, or executive orders."

New Mexico Institute of Mining and Technology (NMT) is committed to creating and maintaining a community dedicated to the advancement, application, and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in NMT programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation.

NMT has policies, which prohibit discrimination, harassment, and sexual violence and address how to report such violations. These policies include the NMT [Harassment Policy](#), and [Affirmative Action Policy](#), Code of Conduct, and the [NMT Policy on Sexual Misconduct](#). These policies cover admission, employment, access, and treatment in University programs and activities.

The [NMT Policy on Sexual Misconduct](#) addresses prohibited conduct such as sex discrimination, (e.g. sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity), sex-based harassment (e.g. quid pro quo, hostile environment, and

specific offenses [e.g. sexual assault/violence, domestic violence, dating violence, and stalking], and other forms of harassment (i.e. “Prohibited Conduct”). This Policy outlines NMT’s responsibilities and expectations related to Prohibited Conduct in order to ensure an equitable and inclusive education and employment environment free of sexual violence and sexual harassment. The [NMT Title IX Procedures](#) addresses the process to resolve Prohibited Conduct that falls under Title IX jurisdiction.

NMT [Harassment](#) Policy refers to but is not limited to harassment due to age, race, color, national origin, ancestry, religion, sex, physical or mental disability, medical condition, or veteran status. The Policies applies to all University faculty, staff, and students (undergraduates, graduates, and professional students), and third parties.

Employees must report incidents of sexual harassment, sex-based discrimination, or sexual violence to the campus Title IX Coordinator (575-835-5953, titleixcoordinator@nmt.edu or Fidel Student Center Rm. 238), utilizing the online Title IX & Sexual Misconduct [Reporting Form](#), by visiting the [NMT Title IX Office Website](https://www.nmt.edu/titleix/) (<https://www.nmt.edu/titleix/>) or by calling 575-835-5953. Any person may report sexual misconduct through the [NMT on-line reporting form](#). Any person can report harassment to NMT’s Affirmative Action/Equal Employment Opportunity Commission (AA/EEOC) at (575) 835-5005; Cramer Hall, Room 115 or complete and submit the [Campus-wide reporting Form for Harassment and Other Prohibited Behaviors](#)