1. **Background**
ASCO is committed to providing a professional, collegial, safe, supportive, and respectful meeting environment, regardless of a person’s race, color, ethnicity, national origin, citizenship status, age, religion, disability status, gender, gender identity, sexual orientation, genetic information, physical appearance, or other characteristic.

2. **Application**
This Policy applies to any gathering that is hosted or sponsored by ASCO, including meetings, educational symposia, exhibits, committee meetings, ancillary and professional gatherings hosted or sponsored by ASCO (“ASCO Event”).

3. **Expected Behavior**
ASCO expects all ASCO Event attendees, whether they are employees, members, volunteers, guests, vendors, exhibitors, or other parties (“Participants”) to uphold the professional and educational purpose of ASCO Events by respecting the rights, privacy, safety, and dignity of all persons. ASCO expects Participants to exercise professionalism, consideration, and respect in their speech and actions.

4. **Unacceptable Behavior**
ASCO expects Participants to refrain from harassing speech and other behavior, at ASCO Events.

Unacceptable behaviors include, but are not limited to:
- Unwelcome and uninvited attention or contact with another Participant
- Sexual harassment, defined as unwelcome sexual advances or touching, requests for sexual favors, or other unwelcome physical, verbal, visual, or other conduct of a sexual nature;
- Verbal or written comments, or visual images, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals, or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual’s ability to participate in the ASCO Event;
- Inappropriate, unnecessary, or irrelevant use of nudity and/or sexual images;
- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech;
- Harmful or prejudicial verbal or written comments or visual images related to personal characteristics including but not limited to gender, sexual orientation, race, religion, disability, age, appearance;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained or repeated disruption of talks or other events;
- Physical assault (including unwelcome touch or groping);
- Real or implied threat of physical harm;
• Real or implied threat of professional or financial damage or harm.

5. **Consequences of Unacceptable Behavior**
Participants asked to stop any unacceptable behavior are expected to comply immediately. Violation of this Attendee Conduct Policy, as determined by ASCO, may be grounds for being excused from the ASCO Event (without refund), ineligibility to attend other ASCO Event(s), and/or steps outlined in the ASCO Member Discipline Policy.

Any person who is excused from an ASCO Event may request that ASCO review the matter. However, the removal will be effective immediately and will continue until and unless ASCO issues a contrary decision.

6. **Reporting Unacceptable Behavior**
Any Participant whose safety is threatened or violated is encouraged to contact law enforcement or local authorities.

In addition, any Participant who feels unsafe or unwelcome, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Policy, may report the incident to an ASCO staff member, to ASCO Event security, or via e-mail to meetings@asco.org. ASCO staff observing or experiencing unacceptable behavior are encouraged to report the incident to Human Resources, their immediate supervisor, or any other manager with whom they feel comfortable. Staff may report incidents according to this Attendee Conduct Policy and/or the procedures described in the ASCO Employee Handbook and Respectful Workplace Policy. During large meetings, ASCO staff can be identified by the “ASCO Staff” ribbons on their badges.

**Application:**
Applies to ASCO and its affiliates

**History:**
Approved by ASCO Board of Directors on May 31, 2018
Updated June 12, 2018 by Office of the CEO