



BELONG Summit

Baltimore

January 17, 2025

San Diego

April 1, 2025



Policies and Code of Conduct



Commitment to Fairness and Inclusion

At the BELONG Summit, we are dedicated to treating everyone with fairness and supporting the development of an inclusive and equitable environment. These environments are designed to encourage the involvement of all individuals regardless of their personal, cultural, or academic backgrounds. We are committed to actively engaging and involving as many individuals as possible in our discussions. All guests are encouraged to be mindful and respectful of others who may need assistance.

Harassment-Free Environment Policy

POLICY STATEMENT

The summit is committed to creating and maintaining a harassment-free environment. This includes implementing a zero-tolerance policy towards all forms of harassment.

Clear protocols are in place for reporting and addressing any violations, ensuring all complaints are handled confidentially and resolved fairly.

ZERO-TOLERANCE POLICY

Applies to sexual harassment, bullying, discrimination, and retaliation. It applies to all participants, speakers, team members, and volunteers.

KEY COMPONENTS



Reporting Channels

Multiple channels, including anonymous reporting options via surveys to participants, allowing or enabling participants to report incidents. These channels will be monitored by a trained response team.



Resolution Process

A transparent process for investigating and resolving complaints by PI and Co-PIs will be in place, with outcomes communicated to complainants in a timely manner. Acceptance and acknowledgment of complaints will be followed up with a resolution to ensure protection of complainants. This process will be kept confidential.



Key Element	Details
Dissemination Method	Physical signage, Summit App
Audience	All Participants, Service Providers
Established Date	October 15, 2024
Distribution Timeline	Upon Registration and On-Site

Family Care Resources

All team members and volunteers (if any) will undergo training on the harassment-free policy, ensuring they understand how to support and enforce it.

FAMILY CARE RESOURCES POLICY STATEMENT

The summit organizers will identify and provide resources for attendees who require childcare or other family care services. This ensures that family care responsibilities do not hinder participation. On-site or nearby childcare services, as well as family-friendly facilities, will be made available.

KEY COMPONENTS



Childcare Services

On-site or nearby childcare services will be arranged, with licensed providers experienced in caring for children of various ages.



Family-Friendly Facilities

The summit venue will include family-friendly spaces, e.g., quiet areas, lactation rooms, changing stations, and comfortable seating.

RESOURCE INFORMATION

Attendees will have the opportunity to request family care resources during the registration process for the in-person summits. If services are requested, attendees will receive detailed information about available family care resources, including how to access them during the summit.

Accessibility Policy Statement

The summit organizers are dedicated to providing a fully accessible experience for all participants, including individuals with disabilities and those with specific care requirements. This commitment encompasses both virtual and in-person facilities. We ensure that all summit venues, resources, and facilities are compliant with accessibility standards to accommodate individuals with disabilities or specific needs.

FACILITY ACCESSIBILITY

- All physical venues will be audited for accessibility. This includes ensuring that ramps, elevators, signage, and seating arrangements meet accessibility standards.
- Virtual platforms will offer features like screen reader compatibility, keyboard navigation, and color contrast adjustments.

SERVICE ACCESSIBILITY

- Registration, accommodation booking, and family care services will be accessible both online and in person.
- Attendees can request specific accommodations during the registration process.

ONGOING SUPPORT

A dedicated team member will be available during the summit to assist with any accessibility concerns or requests.

Networking and Mentorship

POLICY STATEMENT

The summit will facilitate inclusive networking and mentorship opportunities that foster connections among participants from diverse backgrounds. Special focus will be given to supporting underrepresented groups through mentorship programs, affinity group sessions, and inclusive social events.

KEY COMPONENTS



Structured Networking

Scheduled networking sessions will be organized to encourage interaction among participants from various backgrounds and industries.



Mentorship Programs

Mentorship opportunities will be available, with an emphasis on supporting underrepresented groups. Mentors will be matched with mentees based on shared interests and goals.



Inclusive Social Events

Social activities will be designed to be welcoming and accessible to all, promoting a sense of belonging among participants.

Disclaimer

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