

The Conference on Implantable Prostheses Code of Conduct and Anti-Harassment Policy

The Conference on Implantable Auditory Prostheses (CIAP), supported by NIDCD for over 20 years, is the primary international conference focusing on auditory prostheses research. The organizers of CIAP are dedicated to providing a harassment-free conference experience for everyone, regardless of actual or perceived gender identity and expression, sexual orientation, academic standing, educational rank, disability, national origin, race, religion, age, or physical appearance. We do not tolerate harassment in any form.

All NIH sponsored conferences are required to provide plans to promote safe environments at conferences. A description of this requirement can be found here [NOT-OD-22-074 \[grants.nih.gov\]](#).

Our CIAP Code of Conduct and Anti-Harassment Policy includes the following information:

- Expectations
- Definition of harassment
- How to confidentially report alleged violations
- How the policy will be enforced
- Resources

Expectations of behavior:

The following are the expectations of behavior, including an example list of behaviors considered to be harassing. Harassment and other code of conduct violations reduce the value of our event for everyone. A code of conduct will lay the foundation so we're all on the same page, and by setting the standard, we take important steps toward maintaining a safe and respectful environment for all participants, where discrimination and harassment are not tolerated. Your attendance at CIAP is of value. You, along with other CIAP participants, make our event an exceptional place to learn and share. Behavior that makes anyone feel unsafe or unwelcome is counter to this mission. We set out a code of conduct so that conference participants are aware of expectations and so that violations in behavior may be sanctioned, including expulsion from the event and/or bans from future events.

Behaviors potentially considered harassment:

Harassment includes, but is not limited to:


- Discrimination or unfair treatment based on gender identity and expression, sexual orientation, academic standing, educational rank, disability, nationality, race, religion, age, or physical appearance.
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Subtler forms of sexism, ageism
- Discrimination based on academic standing or educational rank
- Advocating for, or encouraging, any of the above behavior

This policy will be applicable to all meeting participants and participants including but not limited to: event organizers, volunteers, and sponsors. Any participant asked to refrain from a behavior deemed to be harassing is expected to comply immediately. If a participant engages in a harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender of expulsion from the conference. CIAP will take action to address anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect participants to

follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!

How to confidentially report alleged violations:

If someone makes you or anyone else feel unsafe or unwelcome, or if you have questions, concerns or complaints related to harassment, you are encouraged to report alleged violations of the expectations of behavior to Anti-Harassment Committee. To do that, please do the following:

- Contact the conference organizer or the HHS Office for Civil Rights (OCR).
- File a complaint with HHS OCR here: [Filing a Civil Rights Complaint](#).
 - Filing a complaint with the conference organizer is not required before filing a complaint of discrimination with HHS OCR, and seeking assistance from the conference organizer in no way prohibits filing complaints with HHS OCR.
- You may also notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at this NIH-supported conference by going here: [Find Help webpage](#).
- A report to a member of the Anti-Harassment Committee can be made either in-person or online by:
 - Contacting the Anti-Harassment Committee (AHC) through the point of contact, Wendy James
 - Submitting a report [here](#) or with this QR code: 

In-person

- When taking a personal report, our point-of-contact will take you to a private room so you cannot be overheard.
- We may involve other members of the AHC to ensure your report is managed properly.
- Once safe, we'll ask you to tell us what happened and how we can help. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you.
- You won't be asked to confront anyone and we won't tell anyone who you are.
- We will offer you the chance to decide if any further action is taken.
- If needed, our team help you contact hotel/venue security, local law enforcement, local support services, escort you, or otherwise assist you to feel safe for the duration of the event.
- We will provide a list of emergency contacts.

Enforcing the policy – What happens after your report?

The following is a description of how the organizers will assess allegations and the consequences for those who are found to violate the expectations of behavior. CIAP will take seriously, investigate, and take appropriate action on any report of harassment. Investigation of an allegation will be done by the “anti-harassment committee” (AHC) and findings will be reported to the conference organizers. As swiftly as possible, the AHC will assess allegations and consider consequences for those who are found to violate the expectations of behavior. An internal decision-making process has been set up in advance for determining and carrying out consequences.

Take the Commitment

Achieving our goal to provide a harassment-free conference experience for everyone takes commitment from every individual, and we invite you to join us in that effort. Observed conduct directed toward a person or group of people that you believe creates an exclusionary, intimidating, offensive, or hostile environment, may require a response from you.

When you take action and intervene, you can potentially have a range of positive impacts:

- Stopping the current harm that is occurring
- De-escalating the situation for all involved
- Helping an attendee feel seen and supported

- Indicating that the behavior is not acceptable

When you witness something problematic, you have a range of intervention options available:

- Calling out the behavior as not in line with our CIAP Code of Conduct and Anti-Harassment Policy
- Interrupting the situation
- Checking in and offering support
- Reaching out to another person to get help

As a bystander, you don't need to have all the answers. You just need to take action to ensure a safe environment for all. Identity and access to power may change someone's experience.

List of Resources below and available on the Conference Website:

- √ Venue address: **GRANLIBAKKEN TAHOE**
PHONE NUMBER: 530.583.4242
EMAIL: info@granlibakken.com
ADDRESS: 725 Granlibakken Road, Tahoe City, CA 96145
- √ Taxi Contact Information [here](#)
- √ Lyft Contact Information [here](#)
- √ Emergency Services: Police - Fire - Ambulance
 South Lake Tahoe Police Department 530.622.3345
 Call 9-1-1
- √ Mental Health Hotlines:
 24-HOUR Psychiatric Emergency Services. Placerville: (530) 622-3345 ·
- √ Sexual Assault Hotlines:
 Tahoe SAFE Alliance / Sierra Community House 24-Hr Helpline: (800) 736-1060



The Anti-Harassment Committee includes:

Jay Rubinstein, MD, PhD	University of Washington
Karen Gordon, PhD	University of Toronto
Lina Reiss, PhD	Oregon Health Sciences University

Wendy James is the contact person for reporting alleged violations and liaison between the Anti-Harassment and Organizing Committees. Mobile: 303.941.4952 (V/T)

The 2023 CIAP Organizing Committee includes:

Jay Rubinstein, MD, PhD	University of Washington	Administrative Chair
Deborah Vickers, PhD	University of Cambridge	Chair
Waldo Nogueira, PhD	Medical University Hannover (MHH)	Co-Chair
Wendy James	University of Washington	Administrative Manager