Notice for National Science Foundation Conference Participants[1]

It is NSF policy to foster harassment-free environments wherever science is conducted, including at NSF-sponsored conferences. Proposers are required to have a policy or code-of-conduct that addresses sexual harassment, other forms of harassment, and sexual assault, and that includes clear and accessible means of reporting violations of the policy or code-of-conduct. The policy or code-of-conduct must address the method for making a complaint as well as how any complaints received during the conference will be resolved. This policy or code-of-conduct must be disseminated to conference participants prior to attendance at the conference as well as made available at the conference itself. Proposers should not submit the policy or code-of-conduct to NSF for review.[2]

Smith College seeks to maintain an environment that is free of conduct that unreasonably interferes with the academic and professional experience of any member of the community. Consistent with this commitment, the college complies with Title IX of the Education Amendments of 1972 ("Title IX"), which prohibits discrimination on the basis of sex in education programs and activities, Title VII of the Civil Rights Act of 1964 ("Title VII"), which prohibits sex discrimination in employment and relevant laws of the Commonwealth of Massachusetts, which prohibit sex discrimination in education and employment. The college also complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by relevant provisions of the Violence Against Women Reauthorization Act of 2013 ("VAWA").

Consistent with this commitment, Smith College's Notice of Nondiscrimination establishes that the college does not discriminate in its educational and employment policies on the bases of race, color, creed, religion, national/ethnic origin, sex, sexual orientation, gender identity and expression, genetic information, age, disability, or service in the military or other uniformed services. The college prohibits discrimination and harassment in employment and in educational programs on the basis of any of these protected classes. Reports of discrimination or harassment may be made by contacting the Office for Equity and Inclusion at 413-585-2141, by visiting 302 College Hall, or by filing a report using this link.

Sexual misconduct on the college's campus or in other settings related to the college's educational offerings, programs, activities or employment is a form of sex discrimination that is unlawful and unethical and is strictly prohibited by the college. Under the college's Sexual Misconduct Policy, the college will promptly respond to complaints of sexual misconduct and, where it is determined that such misconduct has occurred, will take measures to eliminate the

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[1] For NSF-sponsored conferences taking place on Smith College campus. If a conference is to be held elsewhere, this notice may require additional information regarding policies and reporting mechanisms available through the host institution.

[2] https://new.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2F9

conduct, prevent its recurrence, and address its effects, including imposing corrective action, as appropriate. The college's Office for Equity and Inclusion is responsible for receiving and responding to allegations of sexual misconduct and discrimination. Reports may also be made by contacting the Title IX Coordinator, Martha Alexander. malexander@smith.edu, by contacting the Office for Equity and Inclusion at 413-585-2141, by visiting 302 College Hall, or by filing a report using this link.