

Controlled Release Society - Code of Conduct

The Controlled Release Society (CRS) is committed to providing a professional, educational, safe, supportive, and respectful meeting environment (whether in-person or virtually), regardless of an individual's race, ethnicity, citizenship status, age, religion, disability status, gender, gender identity, sexual orientation, physical appearance, and or any other personal characteristics. The CRS expects individuals to uphold this commitment during events by respecting the rights, privacy, safety, and dignity of all persons. The CRS expects individuals to exercise professionalism, consideration, and respect in their speech and actions. The CRS expects individuals to refrain from harassing speech and other harassing behavior.

Equity, diversity, and inclusion are fundamental to the CRS and integral to excellence in scientific research and communication. The CRS celebrates the diversity of its members, their ideas, educational backgrounds, and cultural experiences. The collective expertise, views, and experiences of the CRS community help drive scientific discovery and technical innovation for the betterment of all members and society.

Unacceptable Behavior is defined as:

- ✓ Harassment, intimidation, or discrimination in any form.
- ✓ Verbal abuse of any attendee, speaker, volunteer, sponsor, CRS staff member, sponsor, exhibitor, service provider, or other meeting guests.
- ✓ Verbal or written comments or use of 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 a CRS event. Examples of verbal abuse include, but are not limited to, verbal comments related to an individual's personal characteristics (***noted above***).

In addition, participants are asked to adhere to the following rules:

- ✓ The recording or transmissions of any education sessions, presentations, demos, videos, or content in any format is **strictly prohibited**. Participants should not copy or take screen shots of Q&A or any chat room activity that takes place during any CRS event.
- ✓ Disruption of presentations during sessions, at any event, whether virtually or in-person will not be tolerated. All participants must comply with the instructions of the moderator and the CRS event staff.
- ✓ The CRS reserves the right to remove messages or communication that contain promotional materials, special offers, product announcements or any form of solicitation.

Consequences of Reported Unacceptable Behavior

The CRS reserves the right to take any action deemed necessary and appropriate, including immediate removal from any event without warning or refund, in response to any incident of unacceptable behavior. The CRS also reserves the right to prohibit attendance at any future meeting, whether virtually or in-person. Violation of this policy, as determined by the CRS in its sole discretion, is grounds for any action that the CRS deems appropriate.

Any person who is denied access to or whose access is terminated during a CRS event based on this policy may request that CRS review the matter after the event has concluded. However, the action of the CRS will be effective immediately and will continue until and unless the CRS issues a contrary decision. Unless a contrary decision is issued, any person

who is denied access to or removed from a CRS event based on this policy will not be eligible for a refund of any registration fees paid for access to or participation in any CRS event.

Reporting Unacceptable Behavior

Any participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, who believes there has been a violation of this policy, is encouraged to send an email to **meetings@controlledreleasesociety.org** or **jhayes@controlledreleasesociety.org** or **come directly to the registration desk** so that the CRS can take the appropriate immediate action.

Alternatively, any member who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, who believes there has been a violation of this policy during any time, is encouraged to send an email to **info@controlledreleasesociety.org** or **lmcgonigle@controlledreleasesociety.org** so that the CRS can take the appropriate immediate action.