Dear Students,

For many of you, this will be your first time attending the Annual Meeting and we welcome you. For those returning, welcome back!

As you begin your professional/scientific journey, you understand the importance of professional and respectful conduct. And, with the SASES program kicking off the Annual Meeting, you set the stage for the meeting!

Before we begin the exhilarating scientific journey of the next several days, we as your Society Presidents, want to affirm our commitment to providing a safe and productive environment for everyone at our meeting.

**We are committed to providing an experience where diversity is celebrated, everyone feels respected and has a sense of belonging. We will not tolerate any form of harassment or discrimination and will regard this as a serious matter.**

What does this mean?

- Discourse is encouraged – we may not always agree but we always do it respectfully,
- We respect pronouns and those using gender-neutral facilities, and
- And, most importantly, we respect individual differences.

What isn’t acceptable?

- Making offensive comments or engaging in negative behaviors related to ethnicity, religion, disability, age, economic status, physical appearance, gender, or sexual orientation.
- Deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention.
- ASA, CSSA, and SSSA prohibits this conduct, even if done unintentionally, at any Society function. This [Code of Conduct](#) policy applies to speakers, attendees, volunteers, and staff. Participants violating these rules may be asked to leave the meeting at the discretion of the Society leadership.

Please know that you have a voice! If you have a concern, feel that actions have caused you to be uncomfortable, or for any other reason, please reach out.

To ensure that the meeting is a positive experience for everyone, we all need to take responsibility, so if you see something, SAY something. This year, we will again have a **DEI and Safe Space Advocate**. An advocate is one who supports and provides confidential assistance. Our advocate is Deanna Kimbrel who will be onsite to talk with any attendee who would like to report an incident at the meeting (or post meeting) or provide comments (including positive comments) or feedback on our DEI efforts and activities. She is available in Room 111 of the Convention Center, by phone, text,
email, Calendly, and a contact form. Her contact information is available on a special Annual Meeting webpage and via the General Information section of the app.

If you prefer, you may also reach out to Jim Cudahy or Susan Chapman, (photos below) or any of us. If you cannot locate any of us in a timely manner, go to the Societies registration desk in the convention center and staff there will locate us for you.

Our sciences and Societies are stronger for the positive discourse and interactions among all of us. And we honor the uniqueness that we all bring to our sciences and Societies.

THANK YOU for your help in ensuring that our meeting is safe and productive for all.

See you in Baltimore.

Joann Whalen, ASA President
Seth Murray, CSSA President
Carrie Laboski, SSSA President

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