

# NATIONAL HEMOPHILIA FOUNDATION

## CONFERENCE BEHAVIOR

The National Hemophilia Foundation's Bleeding Disorders Conference provides an important avenue for the exchange of information and resources intended to help improve the quality of life and quality of care for all members of the bleeding disorders community. All individuals and groups attending NHF sponsored events should be assured the opportunity for (1) unencumbered access to information and resources, and (2) a secure or non-threatening environment within which they can share information, interests and ideas. Under no circumstances will NHF allow the participation of individual members of the bleeding disorders community, or others in attendance, to be compromised by potentially threatening language or potentially threatening actions or activities.

To that end, we believe setting forth a clear set of behavioral expectations promotes an atmosphere of dignity and respect for all.

NHF appreciates and values individual differences and welcomes diversity in its broadest definition. Many different opinions and experiences will be shared over the next few days on issues and topics that may touch you personally and often emotionally. While we strongly encourage passion as you share your stories, we offer some tips to keep it professional:

- **Attack the problem not the person.** There will be differences of opinion. You will not agree with everything that is discussed. But please be open to hearing other people's perspectives. If you don't agree, respectfully challenge the idea – not the person. Blame and judgement gets us further from the solution, not closer. Honest and constructive discussions are needed to obtain the best results.
- Be assertive, not aggressive in presenting your points.
- Share both positive and negative experiences with others.
- Problem-solve instead of placing blame.
- Humor is great, but not at the expense of others.
- Replace words that hurt with words that encourage, engage and enrich others.
- A positive attitude is contagious—your colleagues will respect your kindness.

NHF has formed a Mediation Team, comprised of NHF volunteers and staff, who will respond to any disruptive events. The following list, though not exhaustive, illustrates potentially disruptive situations that may be addressed by the Mediation Team:

- Threatening verbal taunts, undue shouting and vulgarities during virtual sessions.
- Personal threats—written, verbal or physical—that target an individual or group in attendance.

If the situation cannot be resolved amicably, the Mediation Team has the authority to revoke registration privileges, deny access to virtual sessions, or contact local authorities as necessary.

We would also like to summarize some key points of **NHF's Policy on No Harassment.** We expect all conference attendees, consumers, volunteers, exhibitors, industry professionals, and guests to comply with the principles of this policy as well as all NHF employees. NHF's policy covers conduct in the workplace as well as at social and business functions sponsored by NHF.

- NHF is committed to providing a work environment free of illegal harassment.
- NHF is committed to a work environment in which all individuals are treated with respect and dignity.
- NHF expects that all relationships among employees will be businesslike and free of bias, prejudice and harassment.

- NHF will not tolerate any form of illegal discrimination or harassment on the basis of a person's race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors..
- Illegal harassment includes offensive, aggressive, antagonistic and/or contentious behavior based on a protected legal status. Specifically, those behaviors include, but are not limited to abusive verbal comments or slurs, visual displays of offensive objects which disparage or disrespect a particular class of persons or any other verbal or physical conduct which creates an intimidating, hostile or offensive environment.
- NHF expressly prohibits sexual harassment in the workplace, which is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. This includes severe or pervasive conduct which would not have occurred but for the sex of the person and which unreasonably interferes with the individual's work performance or creates an intimidating, hostile or offensive work environment. Some common examples of conduct that is prohibited include:
  - unwelcome sexual flirtations, touching, advances or propositions;
  - graphic or suggestive comments about an individual's dress or body;
  - sexual jokes and innuendo; or asking questions regarding an individual's sexual conduct, orientation or preference.

### **Complaint Resolution Procedure**

Any instances of harassment, discrimination or inappropriate behavior at the NHF sponsored Conference should be reported immediately to the following NHF employees:

**Adeli Lopez, Human Resources Director, email: [alopez@hemophilia.org](mailto:alopez@hemophilia.org)**

**Neil Frick, Senior Vice President for Medical Programs & Information, email [nfrick@hemophilia.org](mailto:nfrick@hemophilia.org)**

**Dawn Rotellini, NHF Chief Operating Officer, email: [drotellini@hemophilia.org](mailto:drotellini@hemophilia.org)**

All information regarding harassment complaints will be kept in confidence to the greatest extent practical and appropriate under the circumstances. NHF will conduct a prompt and thorough investigation to determine the facts. NHF will review its findings with the complainant at the conclusion of the investigation. No person who files a complaint in good faith or participates in the complaint resolution process will be subject to retaliation of any kind for that activity. NHF will take such actions or reasonable steps as necessary to put an end to the harassment.

**Please help us to ensure that all participants enjoy an inclusive, safe and respectful virtual conference experience.**