



*This message is sent on behalf of ASA President David Clay, CSSA President Marilyn Warburton, and SSSA President Ron Turco*

Dear Colleagues, Students and Participants of the ASA, CSSA, and SSSA Annual Meeting,

We're looking forward to welcoming you all to Baltimore for an exciting Annual Meeting. Before we begin the exhilarating scientific journey of the next several days, we as your Society Presidents, on behalf of our three Boards of Directors, want to affirm our commitment to providing a safe and productive environment for everyone present at our meeting.

We appreciate that you, our members and attendees, understand the importance of professional and respectful conduct at the meeting. 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.

***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 is considered harassment? It includes the following:

- Offensive comments or 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.

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 have an **Ombuds and DEI Advocate**. An ombuds is one who 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 305 of the Convention Center, by phone, text, email, Calendly, and a contact form.



*Deanna Kimbrel*

If you prefer, you may also reach out to Jim Cudahy, Wes Meixelsperger, 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.

We value your attendance and want to ensure your experience at the meeting is enjoyable and valuable. THANK YOU for your help in ensuring that our meeting is safe and productive for all.

See you in Baltimore.

David Clay, ASA President  
Marilyn Warburton, CSSA President  
Ron Turco, SSSA President



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