

1. The Don S. Fredrickson Lipid Research Conference (FLRC) is scheduled as an in-person event.
2. The Conference will be held at the Homewood Suites Hotel Vanderbilt, Nashville, TN on September 6th – 8th, 2023.
3. Conference Safety Plan (below)

Don S. Fredrickson Lipid Research Conference Safety Plan

The Don S. Fredrickson Lipid Research Conference (FLRC) is committed to providing a safe learning and working environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members. The University of Kentucky has standard policies and procedures publicly available to which all individuals and related activities must uphold and follow as outlined by the Office of Institutional Equity and Equal Opportunity (See <https://ieeo.uky.edu/key-priorities/discrimination-and-harassment>).

Discrimination is an action or behavior that results in negative or different treatment of an individual based upon race, color, race, color, national origin, ethnic origin, religion, creed, age, physical or mental disability, veteran status, uniformed service, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, social or economic status, or whether the person is a smoker or nonsmoker, as long as the person complies with conference venue policies concerning smoking.

Harassment, a form of discrimination, is unwelcome conduct that is based on the statuses noted above. Harassment becomes a violation of the FLRC policy when:

- The offensive conduct explicitly or implicitly becomes a term or condition of participation in a conference session or activity; or
- The conduct is sufficiently severe, pervasive, or persistent to interfere with an individual's work, academic or program participation, or creates an environment that a reasonable person would consider intimidating, hostile, or offensive.

Sexual harassment, a form of sex discrimination, may or may not take place in situations of a power differential between the individuals involved. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature and becomes a violation of University policy when:

- The offensive conduct explicitly or implicitly becomes a term or condition of employment or participation in a University course, program, or activity; or
- The conduct is sufficiently severe, pervasive, or persistent to interfere with an individual's work, academic or program participation, or creates an environment that a reasonable person would consider intimidating, hostile, or offensive.

Alleged violations of FLRC discrimination or harassment policies or failures to meet professional expectations can be reported confidentially to the Conference Executive Director (Tanya.Graf@uky.edu). Alternatively, they may be reported to any member of the FLRC Board of Directors <https://www.fredricksonconference.org/chairs-and-board-of-directors>.

Reports of violations will be communicated to the Conference Chairs and Chair of the Board of the FLRC. The credibility of any complaint or concern will be assessed by the Conference Organizers, Chair of the Board, Executive Director and Board Members in attendance. Should an alleged violation be deemed credible and appropriate, a report shall be made to the University Office of Equity and Equal Opportunity where an investigation will be initiated. Informal mediation will be attempted if appropriate, but corrective actions may include direct

discussion with the offending individual, dismissal from the FLRC, or reporting to appropriate authorities.

This FLRC Safety Plan and relevant reporting policies and instructions are available on the FLRC website [Home](#) page and will be included in the Electronic Program (PDF) disseminated to attendees at the time of on-site registration. Expectations of conduct and information directing FLRC attendees to the Safety Plan will be presented during the Opening Remarks of the Conference.

This Policy, Chair of the Board and Executive Director encourages individuals who have questions, concerns or complaints related to harassment to contact the conference organizer or the HHS Office for Civil Rights (OCR). Information about how to file a complaint with HHS OCR ([Filing a Civil Rights Complaint](#)) is available in this policy and is posted on the FLRC website [Home](#) page.

Notably, filing a complaint with the Conference Chair, Board Member or Executive Director is not required before filing a complaint of discrimination with HHS OCR. Further, seeking assistance from the Conference Leadership in no way prohibits individuals from filing complaints with HHS OCR.

In addition, information explaining how individuals can notify NIH about concerns of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences (see [NIH's Find Help](#) webpage) will be clearly communicated with all conference participants and organizers. Also we will clarify that an individual may independently file a complaint with the U.S. Department of Education Office of Civil Rights, Department of Labor, or Equal Employment Opportunity Commission. Once an individual makes a complaint with an external agency, the University of Kentucky Office of Institutional Equity will work directly with the agency to come to a resolution.

All communications concerning alleged violations, review, and corrective actions and/or reporting will be retained and documented within the secure FLRC web domain maintained by the FLRC Executive Director.