Purpose
NRG Oncology ("NRG") meetings provide a collaborative and constructive learning environment for clinicians, researchers, and members of industry to learn, discuss and develop the latest advancements in the field of cancer research. Open-mindedness and respect are key tenants underlying our activities. NRG is committed, and expects its staff, guests and participants to be committed, to providing a friendly, safe and welcoming environment for all, regardless of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status. NRG attendees, media, speakers, volunteers, venue staff, sponsors or exhibitor, or the employees, subcontractors or agents are expected to further this goal and be committed to a safe and positive meeting experience for everyone. This Code of Conduct outlines NRG’s expectations for anyone in attendance or contributing to an NRG meeting or educational activity, as well as the consequences for unacceptable behavior.

Principles

- Be professional, considerate, respectful of others;
- Honor individuals’ personal space and expectations of privacy;
- Refrain from demeaning, disruptive or discriminatory behavior and speech;
- Support, and do not act in contravention of, others’ right to participate as a presenter, audience member or other participant;
- Honor and abide by confidentiality requests by speakers and other participants; and
- Be mindful of events around you, and alert NRG staff of any situation which may cause someone distress or escalate.

Unacceptable Conduct
Unacceptable behavior includes conduct or language that is intimidating, harassing, abusive, discriminatory, derogative or demeaning towards another individual or a group of individuals. It is normal and expected that robust dialogue and debate will include opposing or different points of view, but any discussions should be respectful and avoid personal attacks. NRG considers unacceptable conduct to include:

- Gestures, comments (verbal, written or otherwise), or other conduct intended to target someone or a group of people’s race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in a negative or demeaning manner;
- Inappropriate, unwelcome or unwanted physical contact;
- Comments, actions or gestures of a sexual nature, including the inappropriate (e.g., non-clinical) use of nudity or sexual images;
- Stalking;
- Conduct intended to intimidate or has the effect of being intimidating;
- Physical or verbal abuse, including without limitation, threats, pushing, shoving, or the use of any physical force against another person;
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- Conduct which is abusive, hostile or demeaning to other speakers or participants;
- Any conduct which creates a disturbance, and which may be considered dangerous, or creates the reasonable apprehension of danger, in NRG’s sole discretion;
- Public intoxication; or
- Taking or distributing (including posting to online media sources) any photographs or videos without the consent of every person who can be seen (including in the background) or heard audibly in such recordings, or the failure to honor a good faith request from NRG staff to remove an offending image or video taken in violation of this Code of Conduct.

NRG serves as arbiter in deciding if any behavior is unacceptable.

Reporting Violations
All actual or suspected violations of the NRG Code of Conduct during an NRG session should be brought to an NRG leader who can refer to the NRG Integrity Officer or Executive Director for handling. You are encouraged to share as much information as you can to help us conduct a thorough investigation of the onsite incident. Incidents occurring outside official NRG events do not fall within the purview of NRG for handling but as appropriate NRG leadership may be called on to support an individual in making a report to the appropriate parties.

Through the Department of Health and Human Services, individuals may also file complaints. See [https://www.hhs.gov/ocr/complaints/index.html](https://www.hhs.gov/ocr/complaints/index.html)

Enforcement Action
Unacceptable conduct will not be tolerated at any NRG Oncology meeting or educational event, whether by NRG attendees, media, speakers, volunteers, venue staff, sponsors or exhibitors, or the employees, subcontractors or agents of any of the foregoing.

A request to cease a particular behavior or action is expected to be complied with immediately.

NRG reserves the right to remove, or prohibit entry or re-entry to anyone who violates this Code of Conduct for all or part of the event. Violators of this Code of Conduct may also be prohibited from attending or participating in future NRG events. Speakers who are found to be in violation of this Code of Conduct may be prohibited from providing a planned presentation, and/or precluded from future opportunities to speak at NRG events. In the event of exclusion due to a violation of this Code of Conduct, NRG Oncology may deny a refund or reimbursement of any fees paid by such offender for the subject event in its sole discretion.