



Advancing Research. Improving Lives.™

NRG Oncology Code of Conduct Policy

Version 2: June 15, 2026

Purpose

NRG Oncology (“**NRG**”) provides a collaborative and constructive learning environment for participants to discuss and develop the latest advancements in the field of cancer research. Open-mindedness and respect are key tenets underlying NRG’s activities. NRG is committed, and expects its members, staff, and other participants in its activities, to commit to providing a friendly, safe and welcoming environment for all, regardless of race, color, religion (creed), sex, age, national origin (ancestry), disability, marital status, sexual orientation, military status, or other classifications that are protected by federal, state, or local laws, regulations, or ordinances. Participants in “NRG Activities” (*as defined below*), including media personnel, speakers, volunteers, venue staff, sponsors, exhibitors or their employees, subcontractors or agents, are expected to further this goal and ensure a safe and positive activity experience for everyone that is free from Harassment (*as defined below*), Discrimination (*as defined below*), and all forms of inappropriate behavior. This Code of Conduct outlines NRG’s expectations for anyone in attendance or contributing to an “**NRG Activity**”, which is defined as any funded and/or sponsored activity by NRG, including in-person meetings, virtual meetings, and electronic communications in connection with NRG-funded or NRG-sponsored research, meetings, or organizational business. This policy also describes the consequences for Unacceptable Conduct (*as defined below*).

Principles

- Maintain professionalism, consideration, and respect in actions, language and correspondence during all interactions related to NRG Activities.
- Refrain from demeaning, disruptive, or discriminatory behavior and language.
- Respect and uphold the rights of others to participate in a conversation whether as a presenter, audience member, or other participant.
- Honor individuals’ personal space and expectations of privacy.
- Honor and abide by confidentiality requests by speakers and other participants.
- Be mindful of your surroundings and alert NRG staff of any situation that may cause distress to others.
- Report all Unacceptable Conduct to the NRG Executive Director, an NRG Senior Director, the NRG Research Integrity Officer (“**RIO**”), or another member of the NRG Executive Committee.

Scope

This Policy applies to all “NRG Activities” defined above and covers all involved individuals, including but not limited to:

- Executive Committee members
- Committee Chairs, Vice Chairs, and members
- Protocol Principal Investigators (PIs) and Co-Chairs
- Members including investigators, research staff, post-doctoral fellows, residents, clinical research associates, physicians, advanced practice providers, nurses, and administrative staff.
- Consultants and other individuals involved in NRG research activities
- NRG Oncology Operations Center and Statistics and Data Management Center staff

This Policy applies to all interactions and communications that occur in the context of NRG Activities, including at, conferences, meetings, site audits, and other NRG research-related settings. Activity attendees are also subject to the NRG Oncology Meeting Photography/Videography Policy.

Definitions

“Harassment” means any unwelcome conduct, whether verbal, physical, or visual, that is sufficiently severe or pervasive as to create a hostile, intimidating, or offensive environment for a reasonable person. This may include, but is not limited to:

- Sexual harassment (including unwelcome advances, requests for sexual favors, and offensive comments or gestures of a sexual nature);
- Harassment based on race, color, religion, national origin, sex, sexual orientation, age, disability, or any other protected characteristic under applicable laws; or
- Bullying and intimidation.

“Discrimination” means differential treatment of an individual or group based on a protected characteristic that adversely affects their ability to participate in NRG Activities.

“Retaliation” means any adverse action taken against an individual because they have engaged in protected activity related to opposing or reporting Harassment or Discrimination. For clarity, the underlying claim of Harassment or Discrimination does not need to be proven for this Policy’s anti-retaliation protections to apply.

“Unacceptable Conduct” - Engaged and respectful communication can include differing or opposing viewpoints, but it must be conducted in a way that is courteous and free from personal attacks. NRG considers Unacceptable Conduct to include:

- Any form of Harassment or Discrimination as defined above;
- Gestures, comments (verbal, written or otherwise), or other conduct intended to target someone or a group of people’s race, color, religion (creed), sex, age, national origin (ancestry), disability, marital status, sexual orientation, or other classifications that are protected by federal, state, or local laws, regulations, or ordinances, 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 that would have the effect of intimidating a reasonable person;
- Physical or verbal abuse, including without limitation, threats, pushing, shoving, or the use of any physical force threatened or directed against another person;
- 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 during an NRG Activity;
- Failure to honor a request from NRG Oncology to remove an online posting of an image or recording as per the NRG Oncology Meeting Photography/Videography Policy; and
- Retaliation against any individual who reports Harassment or Discrimination, or who participates in an investigation under this Policy.

Participants are strongly encouraged to report observed or suspected Harassment or Discrimination to the appropriate authorities. NRG will exercise its discretion reasonably and in a manner consistent with the principles and definitions set forth in this Policy.

Reporting Violations

All actual or suspected violations of the NRG Code of Conduct should be reported promptly to the NRG Executive Director, an NRG Senior Director, the NRG RIO, or another member of the NRG Executive Committee. If the incident occurs at an in-person event, reporting can be made to any appropriate NRG staff member at the event. Reporters are encouraged to share as much information as they can to help NRG conduct a thorough investigation of the onsite incident. Confidential reporting can be done by

sending an email to ConductConcerns@nrgoncology.org or calling/leaving voice mail for the NRG Executive Director at 412-339-5294.

Investigation

Reports of Harassment, Discrimination, or Retaliation will be investigated by the Executive Director with the assistance of the NRG RIO as appropriate. The Executive Director or RIO will take appropriate action to investigate all complaints and take steps to address them promptly and effectively. These steps will include but are not limited to:

- Initiating an internal investigation of the complaint within 30 days;
- Completing the investigation within 90 days;
- Taking corrective action, including disciplinary measures when appropriate, to stop the Harassment, Discrimination, or Retaliation and address the harm to the affected individual; and
- Monitoring the situation to ensure harassment, discrimination, or retaliation does not recur.

Enforcement Action

Unacceptable Conduct will not be tolerated during any NRG Activity, whether by NRG attendees, media personnel, speakers, volunteers, venue staff, sponsors or exhibitors, or the employees, subcontractors, or agents of any of the foregoing.

- A request by an NRG staff member 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 NRG Activity. Violators of this Code of Conduct may also be prohibited from attending or participating in future NRG Activities. Speakers who are found to be in violation of this Code of Conduct may be prohibited from delivering a planned presentation, and/or precluded from future opportunities to participate in NRG Activities. In the event of exclusion due to a violation of this Code of Conduct, NRG may deny a refund or reimbursement of any fees paid by such offender for the activity in its sole discretion.
- In extreme situations of recurring (meaning two or more substantiated violations) unacceptable conduct or retaliation against any individual who reports Harassment or Discrimination, or a substantiated violation against a second individual, NRG reserves the right to:
 - Suspend or terminate NRG membership and/or research opportunities as appropriate;
 - Suspend or terminate funding for the research project, as appropriate; and
 - Seek legal remedies, if necessary.

Confidentiality and Non-Retaliation

NRG will ensure, to the best of its ability, that all reports of harassment, discrimination, and retaliation and their related investigations are handled with confidentiality, and that no Retaliation will be taken against anyone who reports harassment, discrimination, or retaliation, or participates in an investigation. Confidentiality may be limited where disclosure is required by law, necessary to protect the safety of individuals, or required to conduct a thorough investigation.

Additional Resources

NRG Oncology Research Misconduct Policy
NRG Oncology Meeting Photography/Videography Policy

Approved by NRG Oncology Group Chairs on June 10, 2026

Signed by:

Sharon Hartson Stine

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Sharon Hartson Stine
Executive Director

6/12/2026

Date

Version	Revision Description	Author	Version Date	Effective Date
1	New policy - Meetings Code of Conduct.	Katie Stoermer	19Mar2019	19Mar2019
2	Updated to include all NRG Oncology activities in addition to in-person meetings and include definitions for harassment, discrimination, and retaliation. Renamed to Code of Conduct.	Sharon Hartson Stine	15Jun2026	15Jun2026