2019 SACNAS – The National Diversity in STEM Conference

Terms & Conditions Agreement and Privacy Policy

In order to fully understand your rights, we encourage you to read the Terms & Conditions Agreement as well as the Privacy Policy posted on the website. SACNAS may change the Terms & Conditions Agreement and/or Privacy Policy at any time. Changes will be effective immediately upon posting on our websites (sacnas.org and 2019sacnas.org). You agree to review these policies regularly to be aware of any changes. Your continued use of sacnas.org and/or 2019sacnas.org is consent and acceptance of the terms of this agreement and/or privacy policy as modified.

Terms & Conditions

The 2019 SACNAS – The National Diversity in STEM Conference is organized, produced, and managed by the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (dba SACNAS), a 501(c)3 charitable organization, headquartered at 1121 Pacific Avenue, Santa Cruz, California 95060.

Purpose & Application

The purpose of these Terms & Conditions is to provide complete transparency and ensure that SACNAS interacts with all members, visitors, conference attendees, supporters, and guests in accordance with their wishes. These Terms & Conditions apply to all participants of the 2019 conference, including attendees, speakers, sponsors, exhibitors, and volunteers.

In order to fully understand your rights, we encourage you to read our Terms & Conditions, as well as the SACNAS Privacy Policy.

Registration & Payment

Submission of an online registration is regarded as a firm booking and acceptance of these Terms & Conditions. Payment is due immediately upon registration.

Registration Cancellation Policy

If you need to cancel your registration to the 2019 SACNAS—The National Diversity in STEM Conference, our policy is as follows:

- Cancellation after July 31, 2019: No refund.
- Cancellation on or before July 31, 2019: Full refund of conference registration less a $250 administrative fee.
  - The administrative fee is immediately due and payable upon notice of cancellation.
  - Notice of cancellation must be time stamped or postmarked by 11:59 p.m. Pacific Standard Time on July 31, 2019.
  - Notice of cancellation can be made via the conference registration website and charged to the credit card associated with the registration.
  - If cancellation cannot be made online, the registrant cancellation must be initiated through SACNAS via email, phone, or U.S. mail.
  - Email cancellation requests can be made by emailing: reg@sacnas.org.
  - Verbal cancellation requests can be made by calling: (831) 459-0170 x226.
o U.S. mail cancellation requests can be sent to:
SACNAS
c/o 2019 Conference Registration Cancellation
P.O. Box 8526
Santa Cruz, CA, 95061.

Please note that canceling your conference registration does not cancel your hotel and travel arrangements. Individuals are responsible for canceling their own hotel and travel reservations and are subject to cancellation policies as set forth by each hotel, airline, train, and/or other transportation company.

**Liability**
Views expressed by speakers, sponsors, and/or exhibitors are their own. SACNAS cannot accept liability for any advice given or views expressed by any speaker, sponsor, and/or exhibitor at the conference or in any material(s) provided to conference attendees. In addition, SACNAS shall not be responsible or liable for any direct or indirect loss or damage of any sort incurred as the result of the services or information provided in connection with the conference.

**Insurance**
It is the responsibility of the conference attendee to arrange appropriate insurance coverage in connection with their attendance at the conference. SACNAS cannot be held liable for any loss, liability, or damage to personal property.

Questions regarding this agreement should be directed to SACNAS by emailing info@sacnas.org. Please reference “Terms & Conditions” in the email subject line.

**Conduct**
You agree not to post via social media, email, or otherwise make available content that:

1. Is unlawful, harmful, threatening, abusive, harassing, defamatory, libelous, invasive of another's privacy, or is harmful to minors in any way;
2. Harasses, degrades, intimidates or is hateful toward an individual or group of individuals on the basis of religion, gender, sexual orientation, race, ethnicity, age, or disability;
3. Violates federal, state, or local equal employment opportunity laws, including but not limited to, stating in any advertisement for employment a preference or requirement based on race, color, religion, sex, national origin, age, or disability;
4. Includes personal or identifying information about another person without that person's explicit consent;
5. Infringes any patent, trademark, trade secret, copyright, or other proprietary rights of any party, or content that you do not have a right to make available under any law or under contractual or fiduciary relationships;
6. Disrupts the normal flow of dialogue with an excessive amount of Content (flooding attack) to the service or host, or that otherwise negatively affects other users' ability to use the website; or
7. Employs misleading email addresses, or forged headers or otherwise manipulated identifiers in order to disguise the origin of Content transmitted through the service.
Additionally, you agree not to:

1. Contact anyone who has asked not to be contacted;
2. Collect personal data about other users for commercial or unlawful purposes;
3. Use automated means, including spiders, robots, crawlers, data mining tools, or the like to download data from SACNAS websites; or
4. Post non-local or otherwise irrelevant content, repeatedly post the same or similar content, or otherwise impose an unreasonable or disproportionately large load on our infrastructure.

**Prohibited Uses of Information**
Use of SACNAS websites and/or the information stored therein for commercial or business purposes of any kind, for personal gain, or for political purposes, is prohibited. Prohibited activities also include, but are not limited to, solicitations for commercial services, harvesting of information, cold-calling, and mass-mailings.

**Limitation, Suspension, or Termination of Service**
SACNAS reserves the right to limit, suspend, or terminate service to any member or registrant found to have used the website in a manner inconsistent with the Terms of Use, local, state or federal law, or in a manner that creates liability for SACNAS. The sole discretion of SACNAS shall apply in all cases.

**Abuse Reporting and Privacy Inquiries**
Email info@sacnas.org to report abuse or to inquire about privacy concerns.

**Photo ID**
A government, academic, or company issued photo id is required to collect a 2019 conference badge/credential.

**Badges/Credentials**
SACNAS-issued conference badges/credentials must be prominently displayed while at the conference or designated off-site conference activities. False certification of an individual as a conference attendee, exhibitor representative, sponsor representative, misuse of an exhibitor’s badge, or any other method or device used to assist unauthorized personnel to gain admittance to the exhibit floor, general sessions, engagement sessions, or other conference activities, will be just cause for expelling the attendee, sponsor, exhibitor, and/or his/her representative(s) from the exhibit floor, conference, and/or banning them from future entrance. One badge will be issued upon registration check-in. Reprinting a badge may be an additional cost of no less than $10.00 per reprint.
**Badge/Credential Scanning**
You may be asked to scan your badge at general sessions, session rooms, and/or by exhibitors. Scanning of your badge at the general sessions, for entry into session rooms, or for meals is not optional and is a requirement for entry.

Scanning of your badge by exhibitors or sponsors inside the expo hall, sponsored sessions, and/or common areas is optional. When your attendee badge is scanned by exhibitors and/or sponsors, you are opting-in to receiving communications from that entity. You will be subject to the Media Policy and privacy policies of the exhibitors and/or sponsors and must opt-out with them directly.

**Safe & Intoxicant Free Policy**
SACNAS upholds an alcohol, drug, smoke, and harassment free atmosphere for the conference. Official SACNAS conference sponsored events and activities held on-site uphold this policy. Any sponsored event held off-site for professionals is the responsibility of the sponsoring organization.

SACNAS would like to thank our members in advance for respecting the conference’s alcohol, drug, smoke, and harassment free atmosphere. In the event that you find yourself in an uncomfortable situation, reach out to a SACNAS staff member immediately.

This conference stands as a testament to those working to bring about positive changes and opportunities for minorities and to promote health and vibrancy. The SACNAS policy for creating a safe and intoxicant free conference stems from these values.

**Family Participation Policy**
The family participation policy extends to all minors (ages 17 or under).

We cannot provide on-site childcare (or formal recommendations for off-site childcare). We will provide the following at the 2019 conference:

- A lactation room at the convention center for nursing and/or bottle-feeding parent(s). Infants (under two years of age) can stay with their parent throughout the 2019 conference.
- A warm, welcoming environment for children of all ages at the Pow Wow.

**Additional Items**
- Children will not be allowed in the convention center or conference events aside from the Pow Wow.
- In the event that children are brought to the convention center and SACNAS events, the parent/guardian is the sole responsible party. SACNAS will not be responsible for any injury, illness, death, loss, damage, expense, cost, or other sum.
Media Policy – Photography, Audio, & Video

The conference is held in a public space, therefore SACNAS does not prohibit participants, exhibitors, sponsors, news organizations, or other companies from photographing, videotaping, or audiotaping some conference activities.

SACNAS reserves the right to use images taken at the conference with your photograph and/or likeness in future marketing materials. Conference registrants agree and consent to the possibility of being interviewed, photographed, and/or videotaped by or on behalf of SACNAS, and by any external media representatives covering the SACNAS conference and; consent to the use of the content of the interview, photograph and/or video/audio tape (including your name, image, words, and voice) by SACNAS for any purposes consistent with its mission, including the right to sublicense, transcribe, copy, display, distribute and include the content in other materials and; consent to the use of the interview, photograph and/or video/audio tape (including your name, image, words, and voice) by external media for any lawful purpose, including the right to sublicense, transcribe, copy, display, distribute and include the content in other materials.

Media Policy – Social Media

As a thought-leader for STEM diversity and a mentoring organization, SACNAS encourages a proactive and constructive dialogue. In the SACNAS spirit of diversity, social justice, and acceptance for all, we ask that you please respect the following guidelines on social media:

- Structure your critiques in a proactive and constructive way
- No profanity or expletives (explicit or implied)
- No racial epithets
- No homophobic or transphobic language
- No denigrating or bigoted remarks
- No attacking individuals or groups
- No discriminatory or offensive language towards: differently-abled persons, the LGBTQIA community, or people from other ethnic or religious backgrounds
- No commentary, content, and/or images that are pornographic, proprietary, harassing, libelous, or that can create a hostile and toxic conference environment

We reserve the right to monitor and moderate attendee social media posts mentioning SACNAS and using the hashtag #SACNAS2019. Failure to follow the above guidelines may result in posts being blocked on the displayed social wall.

Soliciting

Soliciting, “suitcasing”, or outboarding is prohibited at the conference. SACNAS reserves the right to escort any individual from the conference who is reported to be soliciting in the expo hall, session rooms, and/or conference common areas and who is not an official conference sponsor or exhibitor. SACNAS encourages attendees to support the paid sponsors and exhibitors who, in turn, are supporting the organization. SACNAS also encourages you not to listen to a sales pitch from a non-sponsor or exhibitor.
Drones
The use of Drones/Unmanned Aircrafts ("UAV") is strictly prohibited at all times throughout the entire conference venue and the adjacent areas outside of the venue. UAV’s are devices that are used or intended to be used for flight in the air with no onboard pilot (either controlled manually or through an autopilot using a data link to connect the pilot to the UAV).

Admittance
In its sole discretion and without refund, SACNAS reserves the right to refuse admittance to or expel from the conference anyone that it determines is behaving in a manner that could be disruptive to the conference or any other attendee.

Indemnification
By using the site, users agree to indemnify, defend, and hold harmless SACNAS and its respective employees, board of directors, agents, and assigns from and against any and all losses, claims, damages, costs, and expenses that may arise from use of the site, and/or from user breach of these policies. SACNAS reserves the right to participate in the investigation, settlement, and defense of any such action or claim. SACNAS reserves the right to approve choice of counsel, and any potential settlement of such a claim.

Assumption of Risk - Indemnification
SACNAS makes reasonable, practical efforts to organize and host programs and events that are interesting, engaging, and safe for all attendees and participants. However, SACNAS cannot control, monitor, or inspect all areas, facilities, and persons, and cannot foresee or prevent accident and injury from all potential causes, both obvious and non-obvious.

A participant, attendee, volunteer, or member in SACNAS or in a SACNAS program or event, voluntarily assumes all risk and danger of personal injury (including death) and all hazards arising from, or related in any way to, the SACNAS program or event, whether occurring prior to, during, or after the event, howsoever caused and whether by negligence or otherwise.

In addition, a participant, attendee, volunteer, or member agrees to indemnify, defend, and hold harmless SACNAS and its respective employees, board of directors, agents, and assigns from and against any and all losses, claims, damages, costs, and expenses that may arise from claims resulting from that persons’ activity, participation, and attendance in the SACNAS program or event. SACNAS reserves the right to participate in the investigation, settlement, and defense of any such action or claim, and SACNAS reserves the right to approve choice of counsel, and any potential settlement of such claims.

Force Majeure
SACNAS shall not be held responsible for any delay or failure in performance of its obligations hereunder to the extent such delay or failure is caused by fire, flood, strike, civil, governmental or military authority, acts of God, acts of terrorism, acts of war, epidemics, the availability of the venue or other similar causes beyond its reasonable control and without the fault or negligence of SACNAS or its subcontractors. For one or more of such reasons, SACNAS may postpone, reschedule, or cancel the event without liability on the part of SACNAS. In the event the 2019 conference cannot be held or is postponed pursuant to this section, SACNAS shall not be liable to attendee for any damages, costs, or losses incurred, such as transportation costs, accommodations costs, or financial losses. SACNAS will review refund and/or fee transfer requests, submitted in writing, for approval on a situational basis.
**Terms & Conditions Changes**
SACNAS reserves the right at any time and without notice to change or amend the Terms & Conditions simply by posting such changes. Any such change will be effective immediately upon posting. If we make material changes to our Terms & Conditions, we will notify you here, by email, by social media posts, or by means of notice on the home page(s). If one or more of the conditions outlined in these Terms & Conditions should be or become invalid, the remaining conditions will continue to be valid and apply. We encourage you to review our Terms & Conditions frequently.

**Contact Us**
Questions regarding SACNAS’ Terms & Conditions should be sent by email to info@sacnas.org. Please reference “SACNAS Terms & Conditions” in your email subject line.
SACNAS Privacy Policy

SACNAS believes that the privacy rights of its members, affiliates, consumers, and guests are of paramount importance. The purpose of this Privacy Policy is to provide complete transparency and ensure that SACNAS interacts with all members, visitors, conference attendees, supporters, and guests in accordance with their wishes. We collect personally identifiable information from users on our websites (e.g. sacnas.org, 2019sacnas.org).

In order to fully understand your rights, we encourage you to read our Privacy Policy, as well as the Terms & Conditions Agreement.

Collection of Information

Our account signup, membership, and registration forms require users to give SACNAS information that may include the following:

- Full name,
- Email address,
- Mailing address,
- Academic institution,
- Discipline of study,
- And employer.

Some programs and activities on our websites (e.g. scholarships, events) may also require personally identifiable information about you beyond what is included in your membership profile information.

Use of Information

Personal information collected from and/or about you for various purposes depends on your interaction with us. Generally, we use the information for the following:

- General announcements such as: upcoming events, webinars, website updates;
- Provide, maintain, and improve our services, events, and offerings;
- Provide and deliver requested services, process transactions, and send related information such as confirmations and invoices;
- Send technical notices, updates, and administrative messages;
- Respond to comments, questions, and requests, and provide customer service;
- Analyze our services, products, and member/consumer needs to assist in new and/or improved programs or services; and
- Facilitate any internal business operations, including the fulfilment of any legal requirements.

Please note that you always have the option to Opt-Out of all or selected emails. Opt-Out preferences are located at the footer of all SACNAS emails.
Sharing of Information

Aggregate Information: We may share aggregated demographic information with Third Parties (e.g. funders, partners, sponsors, advertisers) in accordance with any agreement obligations and best practices. This information does not identify individual users. We do not link aggregate user data with personally identifiable information.

Personally Identifiable: We may share personally identifiable information about our membership and/or conference attendees with Third Parties (e.g. funders, partners, sponsors) in accordance with any agreement obligations (e.g. conference sponsorship agreements) and best practices.

Opt-Out: Upon registering for any SACNAS event, you will have the ability to opt-out of such communications. Opt-Out preferences are located at the footer of all SACNAS emails.

Promotional Communications

We will periodically send you newsletters and emails that directly promote our programs, services, conferences, events, and partnership information. When you receive newsletters or promotional communications from us, you may indicate a preference to stop receiving further communications from us. You will have the opportunity to opt-out by following the unsubscribe instructions provided in the email you receive. Despite your indicated email preferences, we may send you notices of updates to our Terms of Service or Privacy Policy.

Sensitive Personal Information

SACNAS does not directly collect and store sensitive information such as credit card details or Social Security numbers. All registrations and payments are processed exclusively by Authorize.net. You can review Authorize.net’s privacy policy at: https://authorize.net/company/privacy/

Credit Card Security

All information provided to SACNAS is transmitted using SSL (Secure Socket Layer) encryption. SSL is a proven coding system that lets your browser automatically encrypt, or scramble, data before you send it to us. We also protect account information by placing it on a secure portion of our site that is only accessible by certain qualified SACNAS employees. Unfortunately, no data transmission over the Internet is 100% secure. While we strive to protect your information in every way possible, we cannot ensure or warrant the security of such information.
Website Cookies

SACNAS websites are built to automatically request the use of cookies. A HTTP cookie is a small piece of data sent from a website and stored on the user's computer by the user's web browser while the user is browsing. Most web browsers automatically accept cookies, but if you prefer, you can modify your browser settings to decline cookies. SACNAS does not use cookie data for tracking purposes or sell cookie data to third parties.

Third Party Websites

Our websites contain links to other websites that are not owned or controlled by SACNAS. Please be aware that SACNAS is not responsible for the privacy practices of other websites. We encourage you to be aware when you leave our site and to read the privacy statements of every website that collects personally identifiable information. This privacy statement applies only to information collected by SACNAS.

Privacy Policy Changes

We reserve the right at any time and without notice to change or amend this Privacy Policy simply by posting such changes. Any change will be effective immediately upon posting. If we make material changes to our Privacy Policy, we will notify you here, by email, by social media posts, or by means of notice on the home page(s). If one or more of the conditions outlined in the Privacy Policy should be or become invalid, the remaining conditions will continue to be valid and apply. We encourage you to review our Privacy Policy frequently.

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