

## **Statement of Values:**

The ECCE collaboration is an inclusive and diverse international scientific collaboration, committed to sustaining a welcoming scientific environment free from all forms of prejudice, discrimination, and harassment. The ECCE collaboration will ensure that all physicists, particularly those from historically or currently marginalized or underrepresented backgrounds or identities, will be fully included and have the opportunity to thrive within the ECCE community.

Our work is guided by the following values:

1. Building and supporting an inclusive and diverse ECCE community.
2. Working toward ending all forms of systemic prejudice and discrimination within the ECCE community.
3. Creating an environment where every collaborator is able to contribute to the best of their abilities.
4. Recognizing and reducing the harmful impacts of implicit bias.
5. Being mindful of the
  - amplified impacts of prejudice that affect people with multiple marginalized (i.e., intersectional) identities;
  - opportunities to create a more inclusive scientific community for all by addressing prejudice and discrimination with an intersectional lens;
  - unique perspectives of those who have lived experience as a minority, and the need to ensure that their voices are heard.
6. We expect
  - all ECCE members to engage in efforts to create a more inclusive climate and culture;
  - all ECCE members will show respectful behavior toward others in the conversation regardless of whether one agrees with their ideas;
  - contributions from allies, particularly those who listen to and amplify the voices and issues raised by underrepresented and marginalized ECCE members.
7. Continually reviewing our impact and priorities so as to address community needs.

## **Code of Conduct:**

### **Jurisdiction:**

The ECCE Code of Conduct is applicable to any interaction which would not happen without ECCE. This includes not only internal meetings but any social gatherings around those meetings, such as dinners and coffee breaks, as well as any meetings or online interactions

where someone represents ECCE, or could reasonably be assumed to do so. Past professional behavior or behavior outside ECCE may be considered only to the extent that it is an indication of future behavior within ECCE.

### **Expectations for Professional Behavior in ECCE:**

ECCE and its members will strive to create an environment that is inclusive, supportive, and free from any forms of harassment, discrimination, or bullying for everyone. Harassment is defined as creating an unpleasant or hostile situation for someone by uninvited and unwelcome verbal or physical conduct. Discrimination is defined as the unjust or prejudicial treatment of different categories of people, especially on the grounds of sex, gender, gender identity and expression, age, sexual orientation, ability status, physical appearance, race, national origin or ancestry, citizenship, ethnicity, religion, marital or domestic partnership status, military or veteran status, or any other basis protected by federal, state, or local laws. Bullying is defined as abuse and mistreatment of someone, often when there is a social or professional power differential.

Discriminatory behavior and harassment which is indirect, subtle, or unintentional has deleterious effects and is unacceptable. While good intent is appreciated, the impact of your behavior on others is the penultimate factor in whether or not your behavior is appropriate. We also recognize that the physics community has a history of excluding and discriminating against women and marginalized groups.

We accept these underlying principles:

- We all make mistakes.
- We recognize that mistakes may be harmful to people and we must all try to do better.

ECCE members are expected to refrain from harassment or discrimination, to intervene to the best of their ability when they witness inappropriate or potentially problematic behavior, and to be responsive to collaborators' feedback related to such behavior. In addition to not participating in such conduct themselves, people in leadership positions, including Institutional Board representatives and conveners, are expected to intervene when problematic behavior occurs and to proactively respond to complaints about conduct relevant to their leadership position. Failure to respond is a violation of the code of conduct. Collaborators must recuse themselves from decisions where they have a conflict of interest, or the appearance of one. This includes romantic relationships. Collaborators are strongly encouraged to disclose the conflict of interest. Retaliation for a report or concern brought in good faith is a violation of the code of conduct.

## Examples of Misconduct

- A faculty member or staff scientist repeatedly asks a graduate student or postdoc out, after they have said no.
- A colleague tells another colleague that a female/African American colleague got an interview/job/leadership position because she is a female/African American.
- Before the start of a working group meeting; a collaborator tells another collaborator a racially offensive joke.
- A working group convener offers to push for a collaborator to give a talk at a conference on their detector/physics/software role in exchange for a sexual favor.
- A colleague incorporates a picture of a scantily clad or naked person into a talk.

## Violations of the Code of Conduct

The policies outlined below are expected to provide an interim structure, prior to the formation of ECCE as a scientific collaboration and the adoption of a set of bylaws. It is therefore anticipated that the policies outlined below will be revisited as the structure of ECCE evolves.

Violations of the Code of Conduct can be reported either to the Steering Committee or the DE&I Committee. The DE&I Committee will consult with the Steering Committee on complaints and make recommendations for which incidents warrant investigation. Where appropriate, outside parties including local, state, and federal authorities may be notified. For incidents that do not warrant an investigation, the range of possible responses to the complaint include:

1. No action, but keep a record of the complaint
2. Verbal discussion with initiator discussing behavior
3. Voluntary no-contact order
4. Written warning
5. Voluntary recusal from a role in decision making

For incidents which warrant investigation by ECCE, an investigatory committee comprising three people will be formed. This committee will collect evidence and speak with the initiator, witnesses, and subjects as they deem appropriate. The investigatory committee will compile a written summary for the Steering Committee and make a recommendation for the appropriate action. The steering committee will decide whether to accept or modify the sanctions recommended by the investigatory committee.

Actions which have minimal impact on the initiator's ability to do their job, such as an involuntary no-contact order, require support from a majority of the members of the Steering Committee. Actions which have a significant impact on the initiator's ability to do their job, such as removal from a leadership position, require support from at least  $\frac{2}{3}$  of the Steering Committee.

Sanctions depend on the situation. Sanctions may be against individuals or institutions.

Examples of sanctions which would require a majority vote of the steering committee include:

1. Involuntary no-contact order
2. Involuntary recusal from a role in decision making (single decision or from decisions regarding another person)
3. Involuntarily blocked from reviewing an individual's work

Examples of sanctions which would require a  $\frac{2}{3}$  majority decision by the steering committee include:

1. Removal or suspension from mailing list(s)
2. Suspension from giving talks on behalf of ECCE or otherwise representing the collaboration
3. Suspension or removal from leadership positions
4. Ban or suspension from in-person ECCE events
5. Expulsion from ECCE

## **Appendix - Definition of Terms**

Ability status - The status of whether or not a person has a disability

Disability - a condition that interferes with someone's ability to engage in certain tasks

Discrimination - the unjust or prejudicial treatment of different categories of people

Marginalized - relegated to a marginal position within a society or group, particularly those from historically or currently underrepresented identities and cultures

Recuse - to disqualify (oneself) as judge in a particular case broadly : to remove (oneself) from participation to avoid a conflict of interest

Sanction - the detriment, loss of reward, or coercive intervention annexed to a violation of a rule as a means of enforcing the rule

Voluntary - proceeding from the will or from one's own choice or consent

Involuntary - 1: done contrary to or without choice 2: compulsory

Bullying - abuse and mistreatment of someone, often when there is a social or professional power differential

Conflicts of interest - a conflict between the private interests and the official responsibilities of a person in a position of trust

Gender harassment - a broad range of verbal and nonverbal behaviors that convey insulting, hostile, and degrading attitudes about members of one gender

Gender identity - an internal sense of self as male, female, or a blend of both or neither. A person's gender identity may differ from their sex assigned at birth.

Gender - gender refers to the roles, behaviors, activities, and attributes that a society considers normative for men and women. It is distinct from sex, which is a category based on physical characteristics usually assigned at birth.

Gender expression - the way in which a person expresses their gender identity, typically through their appearance, dress, and behavior.

Harassment - to create an unpleasant or hostile situation for someone by uninvited and unwelcome verbal or physical conduct

Initiator - the person who initiates the action, statement, or behavior in question

Target - the person the action, statement, or behavior in question is directed toward

Witness - someone who sees the action, statement, or behavior in question but is neither the

initiator nor the target

Retaliate - to return like for like; especially to get revenge

Sex - a category, such as male, female, or intersex, based on physical characteristics. Sex is often assigned at birth.

Sexual harassment - uninvited and unwelcome verbal or physical behavior of a sexual nature

Sexual orientation - A person's sexual identity regarding the gender or genders to which they are romantically or sexually attracted.