

ECCE DEI  
12<sup>th</sup> IB Meeting  
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# Code of Conduct (CoC)

- Went through comments.
- Clarified definitions, grammar, re-iterated examples can't be completely inclusive but rather representative.
- Feel it's ready for a vote (posted on agenda).

# ECCE Expectations for Professional Behavior

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 ultimate 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 other 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.