

# WG1 – Code of Conduct

- A major involvement is needed from the DEI committee that has not been formed
- To make progress on a reasonable timescale, here is a possible route:
  - We add core values to the preamble of the charter
  - Specify the expectations for all members to follow the Collaboration CoC
  - Spell out that (a stand alone) CoC is to be developed by DEI & CC and to be adopted/maintained by the IB
  - Vote on the CoC by the IB as ready

# WG1 – starting point for the preamble

*“The Collaboration is guided by the principles of democracy, separation of policymaking and executive powers, as well as limited terms in office. It is committed to foster a respectful, diverse, tolerant, and welcoming environment and a culture that promotes the development of excellence in scientific research, human collaboration, and the nurturing of scientific careers.”*

*All Collaboration members shall have equivalent rights and obligations as set forth within the provisions of its governance documents. This includes access to any and all data taken in the course of the operation of the experiment.”*

# WG1 – starting point for the preamble

*All Collaboration members are expected to adhere to the Collaboration Code of Conduct. The fulfillment of the mission of the Collaboration depends on collegial and respectful interactions among all of the people engaged in its daily life and special events. To establish and maintain a welcoming, inclusive environment, every member of the Collaboration agrees to:*

- Uphold the highest standards of professional ethics;*
- Communicate respectfully: avoid insulting, dismissive, or hateful remarks and actions;*
- Respond to observed cases of inappropriate behavior so as to promote a shared understanding of our accountability for our actions and for the effects they may have.*

*All members of the Collaboration are accountable for their actions. It is crucial that all of us work together to respond to actions that undermine a positive environment for all professional activities. Violations of the Code of Conduct should be reported to the **DEI Committee (Spokesperson? IB Chair?)** and will be handled in the manner described in the Code of Conduct policy.*