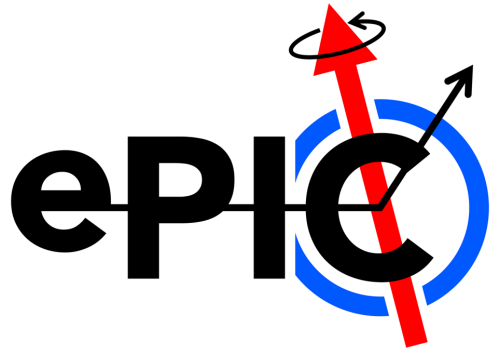


Update on ePIC Code of Conduct Development



Committee

Chair: Megan Connors (GSU)

Vice Chair: Christine Nattrass (UTK)

Collaboration Council Meeting

July 26, 2024

Code of Conduct in the charter

- “The Diversity, Equity and Inclusion (DEI) **Committee develops the Collaboration Code of Conduct (CoC) policy**, and, upon **approval of the policy by the CC**, is in charge of maintaining it. **It also handles any violations of it by members of the collaboration according to the policies specified in it.** The Diversity, Equity and Inclusion committee will consist of a minimum of 5 members that shall cover a diverse representation of all backgrounds present in the collaboration, such as career status, regional representation, ethnicity, gender identity and sexual orientation, etc.”

Status:

- ✓ DEI Committee has generated a first draft
- ✓ Shared draft this week for collaboration feedback

Thank you to DEI Committee Members

1. Francesco Bossù (CEA-Saclay)
2. Wouter Deconinck (University of Manitoba)
3. Narbe Kalantarians (Virginia Union University)
4. Christine Nattrass (University of Tennessee)
5. Iris Ponce Pinto (Yale University)
6. Maya Shimomura (Nara Women's University)
7. Allison Zec (University of New Hampshire)

Thank you for useful discussions with John, Silvia, Bernd and Thomas

Code of Conduct Sections

- Statement of Values
- Jurisdiction
- Expectations for Professional Behavior
- Handling of Violations

Statement of Values

Important part of the document that everything is derived from

1. Statement of Values:

The ePIC collaboration is a diverse international scientific community working collectively to design, construct, commission and operate the EPIC detector to exploit the physics potential of the Electron-Ion Collider. The success of the ePIC collaboration relies on contributions from all members. Therefore, the ePIC collaboration strives to provide a welcoming, accessible, safe, and supportive environment free from all forms of discrimination, harassment, and retaliation, where all collaborators representing various cultures and identities are fully included, respected and able to contribute their best work. Sustaining such a peaceful professional environment is the responsibility of all members of the collaboration.

Jurisdiction

2. Jurisdiction:

The ePIC Code of Conduct is applicable to any interaction which would not have occurred without ePIC. This includes not only internal ePIC meetings but also any social gatherings around those meetings, such as dinners and coffee breaks, as well as any meetings or online interactions where someone represents or could reasonably be assumed to represent the ePIC collaboration.

Expectations for Professional Behavior

Highlights

- “The basis of professional behavior includes but is not limited to respectful communications, teamwork and integrity.”
 - Respect all collaborators
 - Share ideas, recognize contributions of others and maintain safe environment
 - Be honest and handle data and information responsibly
- We are a multi-cultural collaboration but trying to define the expectations in a single document is a challenge
- Training to clarify the expectations
 - Plan to follow a case study and discussion based structure like done in sPHENIX

Handling of Violations

- Reporting
 - All reports go to DEI committee
- Assessment
 - Hearing committee of 3 collaborators
 - Recommendation of action
- Interim Measures
 - Temporary to keep people safe during assessment
- 3 Tiers of actions
- Appeals
- No Retaliation

Resolutions

- Tier 1: DEI committee works with parties involved and accused agrees to recommended resolution.
- Tier 2: Involuntary sanctions requires a majority voting members among DEI, SP office and CC Chairs
- Tier 3: Only reserved for severe violations that require a major response. Requires a majority vote of the CC.
- Appeals of Tier 2 and 3: DEI, SP office, CC chairs will bring valid appeals to the CC for a vote.

Future To Dos

- Collect collaboration feedback on draft
- DEI Committee discusses and responds to collaboration comments
- Updated draft and another comment period
- CC vote to adopt
- Consult with BNL's DEI office/lawyers
- Develop and host PBE training