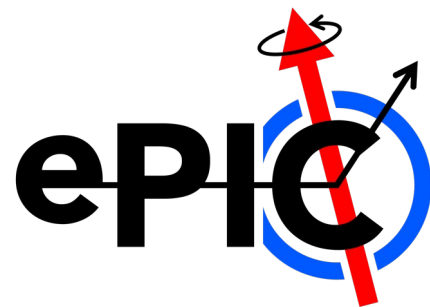




ePIC Code of Conduct version 2.1

Susanna Costanza, Francesco Bossù
for the Collaboration Culture Committee

The Collaboration Culture Committee

The Committee Culture Committee (CCC) composition



Susanna Costanza
University & INFN Pavia, Italy
CCC Chair



Francesco Bossù
CEA-Saclay, France
CCC Vice-Chair

Proposed members



Niseem Abdelrahman
Texas Southern University, USA
CCC Member



Chiara Bonini
CISAS, University & INFN Padova, Italy
CCC Member



Wouter Deconinck
University of Manitoba, Canada
CCC Member

Global update

Committee name change

Change: Replace all occurrences of “*DEI Committee*” with “**Collaboration Culture Committee (CCC)**”.

References: everywhere in the document. In particular:

- line 33: DEI committee → Collaboration Culture Committee (CCC)
- lines 38, 77, 86, 104, 107, 116, 124, 138, 139, 168, 176: DEI committee → CCC

Rationale: reflects the new name of the Standing Committee responsible for developing, maintaining and enforcing the Code of Conduct policy.

→ all references to the DEI Committee in the CoC must be updated to align with the new governance structure

Reporting channels

Sec. 4.1: reporting channels

Current Text: “Violations of the Code of Conduct should be reported to the Spokesperson's Office, the Collaboration Council chairs or the DEI Committee.”

Suggested Text: “Violations of the Code of Conduct should be reported to **any member of the Collaboration Culture Committee (CCC), the Spokesperson, and/or the Collaboration Council (CC) leadership.**”

References: Sec. 4.1, lines 83 – 86

Rationale: strictly aligns the CoC with the updated Charter directives (Section 3: Community Values).

→ ensures clear, consistent, and compliant communication avenues for all collaborators.

Impartiality & Conflicts of interest

Section 4.2: Misconduct Protocol & Ad-Hoc Committees

Suggested Text: “In the event that a misconduct **issue** cannot be resolved through standard procedures, or if it **involves one or more members of the CCC**, the CC Chair shall appoint an **ad-hoc committee** of uninvolved CC members. This committee will **review the case, consult with the parties involved, and propose a fair and balanced resolution.**”

References: Sec. 4.2, lines 97 – 101

Rationale: introduces a specific escalation protocol required by the updated Charter (Section 4.2).

→ guarantees impartiality in cases involving a direct conflict of interest within the CCC.

Tier 3 Action

Section 4.2.C: Tier 3 Escalation Procedures

Issue: The current “Tier 3” CoC procedure conflicts with the updated Charter procedures.

Suggested Procedure:

- Very serious cases must be escalated to the CC Chair for action under Charter procedures.
- Motions to escalate can be made by any member of the hearing committee or the CCC.
- **Voting Mechanism:** requires a simple majority among CCC members, the Spokesperson’s Office, and CC Chairs (subject to mandatory recusal for conflicts of interest).

References: Section 4.2.C, lines 147 – 157

Appeals

Section 4.2.D: Appeals

Issue: When individuals want to appeal to their resolution, the current version may limits their ability to have a fair review of their request

Suggested Procedure:

- the individual submitting the appeal may request the recusal of a committee member by providing a written justification based on a potential conflict of interest or bias

References: Section 4.2.D, lines 176 – 180

Collaboration Culture training

Terminology

Training name change

Current text: “Expectations for Professional Behavior Training”

Suggested text: “Professional Conduct and Collaboration Culture Training”

References: Sec. 3, lines 26 – 31

Rationale: Adopts a more constructive, proactive, and inclusive tone. Moves away from bureaucratic language to focus on building a shared, respectful environment.

Documents & Feedback

Documents

- **CoC v2.1 (this proposal):** attached to the Indico page and linked [here](#)
- **CoC v1.0:** attached to the Indico page and linked [here](#) for reference

Feedback

If you would like to provide feedback, please email us at:
epic-culture-committee-l@lists.bnl.gov