

sPHENIX Proposed Statement of Community Values and Expectations

From the sPHENIX Diversity, Equity, and Inclusion Committee

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With acknowledgement to the MIT statement of community values and
the APS code of conduct for meetings.

Community Values and Expectations I

The core values of the sPHENIX collaboration are honesty, integrity, cooperation, and respect for others. All sPHENIX members commit to fostering a positive culture that emphasizes high quality physics results while contributing to a culture that enables all members to work to the best of their abilities. In order to do this, all members are expected to uphold a high level of professional behavior. We all commit to these precepts and core values.

Community Values and Expectations II

Inappropriate actions or statements by collaboration members that are derogatory or defamatory on the basis of identity, including but not limited to: age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, disability, educational and/or socioeconomic background, neurodiversity, mental or physical health, or any other characteristic protected by law, will not be tolerated. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, bullying, and stalking.

Community Values and Expectations III

Violations of these expectations may be reported to the spokespersons, a member of the Diversity, Equity, and Inclusion (DEI) committee, or the relevant chairs of committees and working groups in the collaboration. These values apply to all activities and interactions that would not happen without the sPHENIX collaboration, regardless of whether or not they take place during working hours and at official sites.

DEI members:

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