

## **NSF SEES Code of Conduct**

NSF SEES is committed to providing a safe, productive, and welcoming environment for all SEES staff and users of SEES-supported facilities and participants in any meeting, workshop or other event hosted or managed by SEES. This includes respectful treatment of everyone regardless of gender, gender identity or expression, sexual orientation, disability, physical appearance, age, body size, race, religion, national origin, ethnicity, level of experience, political affiliation, veteran status, pregnancy, genetic information, as well as any other characteristic protected under state or federal law.

All staff, users, and participants are required to abide by this Code of Conduct. This Code of Conduct applies to all SEES facilities, and to SEES-related events at any location.

### **Expected Behavior:**

- All participants are treated with respect and consideration, valuing a diversity of views and opinions
- Be considerate, respectful, and collaborative
- Communicate openly with respect for others, critiquing ideas rather than individuals
- Avoid personal attacks directed toward other participants
- Be mindful of your surroundings and of your fellow participants
- Alert SEES staff or other beamline staff if you notice a dangerous situation or someone in distress
- Respect the rules and policies of the synchrotron facility, workshop, meeting, or any other venue

### **Unacceptable Behavior includes, but is not limited to:**

- Harassment, intimidation, or discrimination in any form
- Physical or verbal abuse by anyone to anyone, including but not limited to staff, users, participants, members of the public, or guests
- Unwelcome sexual attention or advances
- Personal attacks directed at staff or other users, participants, etc.
- Alarming, intimidating, threatening, or hostile comments or conduct
- Inappropriate use of nudity and/or sexual images in public spaces or in presentations
- Threatening or stalking anyone
- Other conduct which could reasonably be considered inappropriate in a professional setting

## **CONSEQUENCES**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- SEES staff, facility staff, or security/local police may take any action deemed necessary and appropriate, including immediate removal from the facility or event without warning or refund.

- SEES reserves the right to prohibit attendance at a future conference, workshop, or other event.
- Notification of an infraction to a Home Institution. In cases where there has been a potentially serious policy or code of conduct violation SEES will notify the offender's home institution.

## **REPORTING UNACCEPTABLE BEHAVIOR**

If you or someone you know is subject to unacceptable and/or unwelcome behavior, or have any other concerns, please contact the on-duty points of contact for this SEES-supported facility or event, as identified on the SEES [Safe and Inclusive Work Environment Plan](#).