



NSF SEES Safe and Inclusive Work Environment Plan

April 12, 2024

The mission of NSF's SEES (Synchrotron Earth and Environmental Science) is to advance research and education in synchrotron-based Earth and environmental science to better understand our planet from the atmosphere to the core, to address societally relevant problems, and to train the next generation of scientists. SEES manages NSF support at multiple user facilities hosted at four DOE-operated US synchrotrons: Advanced Photon Source (APS), Advanced Light Source (ALS), National Synchrotron Light Source II (NSLS-II), and Stanford Synchrotron Radiation Lightsource (SSRL).

SEES is committed to providing a working environment free from discrimination and to prohibiting harassment of its employees and participants, including sexual harassment. Harassment of any form is unacceptable at SEES beamline facilities, and complaints of harassment or discrimination can be referred as described in the plan below.

SEES hosts visiting user scientists from many US and international institutions to perform Earth and environmental science research at SEES-managed beamline facilities that are located at DOE synchrotron facilities. Users normally visit for a short term, up to a few days, to perform experiments at the beamlines which are running 24 hours during the visit. Users visit in small groups and interact with one or more beamline scientists as well as other SEES and DOE staff. SEES users and staff have access to internet communications, cell service, and phones while working at SEES-supported beamline facilities.

To ensure that users understand how to report concerns related to their visit, [this plan](#) will be posted to the SEES website and made available to all NSF SEES users scheduled to visit NSF SEES managed synchrotron beamline operations or other SEES activities. A Code of Conduct for activities at NSF SEES facilities and events will be posted at [this link](#) on the SEES website. SEES will work with the relevant offices at DOE facilities and other user/employee institutions as appropriate to resolve any concerns reported.

Advanced Photon Source:

The Code of Conduct webpage for staff and visitors at the Advanced Photon Source, Argonne National Laboratory, is here:

<https://www.aps.anl.gov/aps-code-of-conduct>

Concerns of harassment or unethical conduct can be raised or reported to the APS at 877-587-2449 or at <https://anl.tnwreports.com>

Reporting for conduct issues at NSF SEES beamlines at APS can be made to the following:

Andrew Campbell, SEES Director (acampbel@uchicago.edu; 773-834-1085)

For SEES users at Sectors 13/3/30: Peter Eng, CARS Director (peng@uchicago.edu; 630-252-0424)

For SEES Users at Sector 6: Matt Whitaker, SUNY (Matthew.Whitaker@stonybrook.edu; 631-632-9351)

Advanced Light Source:

The reporting webpage for staff and visitors at the Advanced Light Source, Lawrence Berkeley National Laboratory, is here:

<https://als.lbl.gov/harassment-and-discrimination-reporting/>

Concerns of harassment or unethical conduct can be raised or reported to the ALS at 510-486-7635 or at fair@lbl.gov.

Reporting for conduct issues at NSF SEES beamlines at ALS can be made to the following:

Andrew Campbell, SEES Director (acampbel@uchicago.edu; 773-834-1085)

For SEES users at 12.2.2 and 8.3.2: Quentin Williams, UC Santa Cruz (qwilliam@ucsc.edu; 831-459-3132)

For SEES Users at SYSTER soft X-ray beamlines: Brandy Toner, U Minnesota (toner@umn.edu; 612-624-1362)

National Synchrotron Light Source II:

The policy webpage for staff and visitors at the National Synchrotron Light Source II, Brookhaven National Laboratory, is here:

<https://www.bnl.gov/hr/docs/policies/anti-harassment-policy.pdf>

Concerns of harassment or unethical conduct can be raised or reported to the NSLS-II at 631-344-6253 or at the Diversity, Equity & Inclusion Office at Building 400.

Reporting for conduct issues at NSF SEES beamlines at NSLS-II can be made to the following:

Andrew Campbell, SEES Director (acampbel@uchicago.edu; 773-834-1085)

For SEES users at XPD: Matt Whitaker, SUNY (Matthew.Whitaker@stonybrook.edu; 631-632-9351)

For SEES Users at FIS: Rus Hemley, U Illinois Chicago (rhemley@uic.edu; 301-793-1752)

For SEES Users at XFM: Peter Eng, CARS Director (eng@uchicago.edu; 630-252-0424)

Stanford Synchrotron Radiation Lightsource:

The policy webpage for staff and visitors at the Stanford Synchrotron Radiation Lightsource, SLAC National Accelerator Laboratory, is here:

<https://www-ssrl.slac.stanford.edu/content/user-resources/respectful-workplace>

The reporting webpage for harassment or unethical conduct at SSRL is here:

<https://inclusion.slac.stanford.edu/resources/report-harassment-and-or-discrimination>

Concerns of harassment or unethical conduct can be raised or reported to SSRL at the Office of the Ombuds (650-497-1542) or anonymously at [this link](#).

Reporting for conduct issues at NSF SEES beamlines at SSRL can be made to the following:

Andrew Campbell, SEES Director (acampbel@uchicago.edu; 773-834-1085)

Sam Webb, SSRL (samwebb@slac.stanford.edu; 650-926-3734)

Scott Fendorf, Stanford U (fendorf@stanford.edu; (650-723-5238)