

## **JINA-CEE Code of Conduct**

The goals of JINA-CEE are to advance and disseminate scientific knowledge; to inspire, educate, and train a new generation of scientists and STEM workers; and to broaden participation to underrepresented groups. To achieve these goals, JINA-CEE has developed an approach that is centered around an open, interdisciplinary, and inclusive environment that fosters exchange of new ideas and the creation of new collaborations among all participating scientists. The code of conduct is therefore not only a set of basic standards of behavior that reflect our shared values. It is also an essential part of the JINA-CEE approach that enables us to be successful and reach our goals. The code of conduct applies to all participants in the JINA-CEE collaboration. It does not replace or supersede any local institutional codes of conduct, anti-discrimination policies, or anti-harassment policies. We welcome comments and suggestions to improve and evolve this document in the future.

**As JINA-CEE members,**

**We behave professionally and respectfully.**

We maintain a professional environment that encourages the free expression and exchange of scientific ideas and is characterized by an atmosphere of tolerance, equity, and mutual respect, regardless of race and other personal attributes, including but not limited to: (alphabetically) age, disability, ethnicity, gender, gender expression, gender identity, lactation, nationality, physical appearance, political affiliation, pregnancy, race, religion, sexual orientation, and status as a caregiver (including as a parent). Behaviors and language acceptable to one person may not be to another. We make every effort to ensure that words and actions communicate respect for others.

**We foster a welcoming and inclusive work environment**

We respect and value differences. We avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such. We welcome anti-racist efforts within our collaboration, we actively discourage discrimination, and we refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status, disability, or family situation.

**We conduct research with professional integrity, honesty, and following ethical standards**

We follow APS guidelines for professional conduct [https://www.aps.org/policy/statements/02\\_2.cfm](https://www.aps.org/policy/statements/02_2.cfm) and the AAS research Code of Ethics <https://aas.org/policies/ethics#research>. We actively foster an environment where new scientific ideas can be shared freely without fear of being taken advantage of. We ensure that we credit others for their contribution and declare conflicts of interest. For publications we acknowledge work of others, and offer co-authorship to all who have contributed significantly to the inception, design, execution, or interpretation of the research.

**We do not tolerate harassment**

We are committed to providing a safe, harassment-free and discrimination-free environment for everyone. We adopt the definitions of harassment by the American Astronomical Society (AAS) <https://aas.org/policies/anti-harassment-policy-aas-division-meetings-activities>. Harassment includes offensive comments or denigrating jokes related to nationality, gender, sexual orientation, disability, physical appearance, body size, race, or religion; sexual images in public spaces; deliberate intimidation, stalking, following, harassing photography or recording; inappropriate physical contact; and unwelcome sexual attention.

All JINA-CEE personnel, members, and participants, including participants at any JINA-CEE sponsored events, are expected to comply with the applicable anti-harassment, anti-discrimination laws and policies in effect at their home institutions, and the institutions they are located at, including mandatory reporting requirements.

### **We do not tolerate bullying**

Bullying in any form, including, but not limited to, physical bullying, verbal abuse, disparagement, intimidation, exclusion, spreading personal rumors, is not tolerated. Bullying is defined as unwelcome or unreasonable behavior that demeans, intimidates, humiliates, or sabotages people, either as individuals or as a group.

### **We help the JINA-CEE community to abide by this code of conduct**

We encourage everybody to report violations of this policy to the appropriate principal investigator, the JINA-CEE director, [Hendrik Schatz](#), or the JINA-CEE managing director, [Ana Becerril](#). We will not tolerate any form of retaliation for reporting, speaking up, or intervening in response to code of conduct violations.

JINA-CEE sanctions for participants found in violation of this code of conduct may range from warnings, over exclusion from JINA-CEE sponsored events, to expulsion from the collaboration. JINA-CEE will fulfill all mandatory reporting requirements concerning sexual harassment.