



## SZ4D Code of Conduct for Meetings

*SZ4D is committed to fostering the exchange of ideas and is dedicated to maintaining a safe, productive, and welcoming environment for all participants, no matter their function or their background. This includes respectful treatment of everyone.*

All participants are required to abide by the SZ4D Code of Conduct.

SZ4D activities, including meetings, are sponsored under awards from the National Science Foundation to the University of Washington and University of California. SZ4D strongly supports and actively promotes our institutional policies prohibiting discrimination because of race, color, religion, national origin, sex, pregnancy status, age, disability, medical condition, ancestry, citizenship, marital status, sexual orientation, gender identity or veteran status.

Any violation of this anti-discrimination policy will be taken seriously and is necessarily reported to the managing university for further investigation. Reports of any potential violation of the Code of Conduct can be made to the SZ4D Program Manager or the co-chairs of the Building Equity and Capacity in Geosciences and will be routed to authorities as appropriate including legal authorities, home universities, and relevant funding organizations, including the National Science Foundation. Current contact info for reporting is at the bottom of this document.

### EXPECTED BEHAVIOR

- Treat all participants with respect, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Acknowledge the contributions of others.
- Contribute to an accessible and inclusive environment for all participants.
- Do not make audio/visual recordings of presentations unless permission is specifically approved.

**UNACCEPTABLE BEHAVIOR** in all environments includes but is not limited to:

- Physical or verbal abuse by anyone to anyone, including bullying, harassment, intimidation, or discrimination in any form.
- Sexual attention or advances, or inappropriate sexual references.
- Other conduct which could reasonably be considered inappropriate in a professional setting.



## REPORTING UNACCEPTABLE BEHAVIOR

Bystander intervention is encouraged. If someone is acting against our Code of Conduct, address it as directly as you can and report as necessary. For more information see: Take Steps to Prevent Harassment (external link, [nsf.gov](https://www.nsf.gov))

## CONSEQUENCES

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- SZ4D meeting organizers or security/local police may take action deemed necessary and appropriate, including:
  - immediate removal from the event,
  - prohibit attendance at a future event, online gathering, conference, workshop, or field project.
  - send notification to a Home Institution, the National Science Foundation and any other funding organization supporting the particular activity.

## CURRENT CONTACTS FOR REPORTING

- SZ4D Managing Director: Anaïs Férot ([aferot@ucsc.edu](mailto:aferot@ucsc.edu))
- Co-Chairs of the Collective Impact Committee: Magali Billen ([mibillen@ucdavis.edu](mailto:mibillen@ucdavis.edu)), Helen Janiszewski ([hajanisz@hawaii.edu](mailto:hajanisz@hawaii.edu))