

Preamble

The SZ4D leadership team is committed to fostering the exchange of ideas and are dedicated to maintaining a safe, productive, and welcoming environment for all participants, no matter their function or their background. We expect professional conduct at all times when participating in SZ4D in-person and virtual activities. This includes respectful treatment of everyone.

This meeting is sponsored under a grant to the University of Washington. University policy prohibits discrimination because of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status. Any violation of this anti-discrimination policy is necessarily reported to the university for investigation.

All participants are required to abide by the SZ4D Code of Conduct. *Reports of any potential violation of the Code of Conduct should be made to the SZ4D Program Manager Anaïs Férot (aferot@ucsc.edu) and will be routed to authorities as appropriate including legal authorities, home universities, and the National Science Foundation.*

Code of Conduct

Expected Behavior (In-Person & Virtual Interactions)

- Treat all participants with respect, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Acknowledge the contributions of others.
- Do not make audio/visual recordings of presentations unless permission is specifically approved by the presenter(s).
- 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)

Unacceptable Behavior in all environments includes but is not limited to:

- Bullying, harassment, intimidation, or discrimination in any form.
- Physical or verbal abuse by anyone to anyone.
- Sexual attention or advances.
- Inappropriate use of sexual language, nudity, or sexual imagery.
- Other conduct which could reasonably be considered inappropriate in a professional setting.
- Behavior that is in violation of the ethics policies of one's home institution, or of a meeting's sponsor, or of the National Science Foundation.

Consequences:

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- SZ4D leadership (or their designee) or security/local police may take action deemed necessary and appropriate, including immediate removal from the event or program without warning.

- SZ4D leadership (or their designee) reserves the right to prohibit attendance at a future event, online gathering, conference, workshop or field project.
- SZ4D leadership (or their designee) reserves the right to send notification of an infraction to a Home Institution or Employer and/or NSF.