

Code of Conduct for the 18th RHESSI Workshop

This Code of Conduct has been designed to fit the specific needs of the RHESSI community. Some elements and text have been copied from the AGU Meetings Code of Conduct (<https://fallmeeting.agu.org/2018/agu-meetings-code-of-conduct/>).

The RHESSI-18 organizers are committed to providing a safe, productive, and welcoming environment for all meeting participants and staff. All participants, including, but not limited to, attendees, speakers, staff, and others are expected to abide by the Code of Conduct.

What behavior is expected?

- Everyone involved in the RHESSI-18 workshop will be treated with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others.
- Avoid personal attacks. Keep scientific debate centered on the scientific ideas, not the people expressing them.
- Be mindful of your surroundings and of your fellow participants. Alert one of the meeting organizers if you notice a dangerous situation or someone in distress.
- Anyone requested to stop unacceptable behavior is expected to comply immediately.

What behavior is considered unacceptable?

- Harassment, intimidation, or discrimination in any form is unacceptable.
- Physical or verbal abuse of any attendee, speaker, volunteer, staff member, or other participant is unacceptable.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any meeting participant.
- Sexual harassment and sexual assault are unacceptable.

What should I do if I experience or witness unacceptable behavior?

- If you are the subject of unacceptable behavior or have witnessed any such behavior, please notify Lindsay Glesener (glesener@umn.edu; +1-415-359-7191) or Säm Krucker (krucker@berkeley.edu; +1-510-502-5220).
- Please note the mandatory reporting policy detailed in the next section.

What will happen after I report unacceptable behavior?

- In this section, the “subject” refers to a person who has experienced a suspected incident of harassment, etc.
- With the subject’s permission, the incident(s) will be discussed by a member of the SOC with the person who exhibited the unacceptable behavior. This conversation will focus on communicating the negative effects of the behavior.
- With the subject’s permission, a written description of the incident(s) will be made and will be kept by the RHESSI PI and LOC chair as an institutional record. The LOC chair is responsible for ensuring that written records are passed on to future SOCs of meetings of a similar community (for example, a future series of FOXSI meetings).
- Organizers of future meetings will take this record into account when planning those meetings.
- Please be aware that UMN employees will follow the mandatory reporting procedures detailed at <https://policy.umn.edu/hr/sexharassassault>. Under this policy, faculty and staff are required to report sexual harassment or assault incidents to the UMN Title IX office.
- **No actions will be taken without the subject’s permission**, except as required by the UMN mandatory reporting policy.