

## **NSF/UVM Community Cosmogenic Facility** *Code of Conduct Agreement*

### **Philosophy**

We value the full participation of every member of our community and want to ensure that everyone has a safe and fulfilling experience in our laboratory and research group, both professionally and personally. High-quality learning and research can only happen when everyone feels safe, secure, and supported. Diversity and inclusivity have numerous benefits to us all; the greater the mix of people in our group, the greater the mix of skills, experiences, perspectives, and ideas we can draw on collectively. The benefits of diversity and equity cannot be fully achieved without creating an inclusive environment for learning and teamwork.

### **When and Where This Code Applies**

This code of conduct applies to all laboratory-sponsored activities, including conferences, workshops, field work, and gatherings on and off campus, in which group members and visitors take part. Our commitment to ensuring a safe, inclusive, respectful, welcoming, and supportive culture extends beyond the formal laboratory space. All members of our laboratory and research group, and all visitors to the laboratory, are expected to show respect and courtesy to others at all times.

This code of conduct, specifically for the Community Cosmogenic Facility, supplements both Rubenstein School and University policies relevant to the behavior of people associated with the University of Vermont as faculty, staff, students, and visitors. The University's policy, which we ask that you read, is available [here](#).

Paul or Lee, as the leaders of the Community Cosmogenic Facility and research group, will discuss this Code of Conduct with all lab members including visitors to the lab. Each member of our community will be asked to read the code and acknowledge their agreement with their signature.

### **Code of Conduct**

We expect all members of the community to adhere to the following Code of Conduct by:

- Understanding that respect in all forms is central to our mission. This includes respect for people, their ideas, their backgrounds, and their identities.
- Refraining from all harassment. Such behavior includes making offensive verbal or written comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, and culture. It includes deliberate intimidation, stalking, inappropriate or exclusionary jokes, partaking in harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome

sexual attention. Sexual, racist, homophobic, bigoted, and classist language and imagery are not acceptable at any time or in any way.

- Making all communication, be it online or in person, appropriate for a professional audience and considerate of people from different backgrounds.
- Contributing to discussions in meetings with a constructive, positive approach. We ask that everyone be mindful of talking over others when discussing in groups, and be willing to hear out the ideas of others.

### **If There is a Problem**

*If you are in physical danger or believe you could be in physical danger, immediately call 911 and report your circumstances (this will reach the Burlington Police Department). You can also call the University Police (802-656-3473) for aid.*

To report an issue that does not place you in physical danger, please contact Laboratory Director Paul Bierman ([pbierman@uvm.edu](mailto:pbierman@uvm.edu)) and/or Facility Manager Lee Corbett ([ashley.corbett@uvm.edu](mailto:ashley.corbett@uvm.edu)). If you do not feel comfortable contacting either Paul or Lee directly, please reach out to Dean Nancy Mathews of the Rubenstein School ([nancy.mathews@uvm.edu](mailto:nancy.mathews@uvm.edu)).

If it appears that a member of our community has violated our laboratory code of conduct in a manner that does not require an immediate safety response, we will begin with a discussion. If possible, we will try to work together toward a mutually acceptable resolution. The goal of this policy is to prevent and stop harassment, inappropriate behavior, and unwanted interactions. We prefer for individuals to realize their mistakes and improve their behavior. However, if inappropriate behavior persists after initial discussion or if we feel the violation of this policy has impacted a group member in a way that cannot be addressed by discussion, we will take other action. For UVM employees and students, we will follow formal reporting processes in line with UVM's work practice policies. For visitors to the laboratory, your privileges to work in the community facility will be revoked.

You can at any time report an incident using UVM's Bias, Discrimination, & Harassment Incident Reporting Form which is available [here](#).

### **Conduct Agreement**

*I, \_\_\_\_\_(name), have read and understand the Code of Conduct set forth above. I agree to uphold these values. I will cooperate to the fullest extent with the NSF/UVM Community Cosmogenic Facility team to maintain a safe, supportive, and harassment-free working environment for all. I am aware that violations of this code will have consequences up to and including separation from the laboratory and the research group.*