

USQCD Collaboration Code of Conduct (adapted from DOE-SC)

The USQCD Collaboration is committed to fostering a safe, diverse, and equitable environment that values mutual respect and personal integrity. The diversity of people, ideas, cultures, and educational backgrounds enables USQCD's scientific research program and is an essential aspect of its mission. Members of the USQCD, while participating in collaboration activities, are expected to behave in an ethical, professional, and respectful manner. We are committed to working with our partners to promote diverse and inclusive spaces for those affiliated with the alliance.

USQCD does not tolerate harassment of any kind, including sexual or non-sexual harassment, bullying, intimidation, violence, threats of violence, retaliation, or other disruptive behavior. Discrimination in any guise (verbal, written or physical) based on an individual's race, color, sex, religion, disability, etc. is not acceptable. When such behavior is brought to the attention of USQCD governance, it will be investigated by the USQCD Committee on Diversity, Equity, and Inclusion (CDEI). If claims are verified, the harasser will face consequences up to and including removal from the USQCD membership, at which point the harasser will not be granted permission to attend USQCD events or have access to USQCD computing resources.

To file a complaint please contact any member of the CDEI (currently chaired by William Detmold, wdetmold@mit.edu) and/or the Chair of the USQCD Executive Committee (currently, Andreas Kronfeld ask@fnal.gov). Complaints will be investigated, possibly with the assistance of the Office of DEI at Fermilab, Brookhaven National Lab, or Jefferson Lab.

Definitions:

Discrimination is defined as prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, gender, gender orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

Sexual harassment is unwelcome sexual advances, requests for sexual

favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment. Other types of harassment include any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, gender, gender orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws, that creates an intimidating, hostile, or offensive environment.

Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.