SECAR Code of Conduct

The SECAR collaboration works together to advance science using SECAR and to provide training and education opportunities for early career scientists. The SECAR collaboration agreement covers the organization of the collaboration, including proposal development, authorship and data sharing. To achieve its goals, the SECAR collaboration relies on a safe, inclusive, and open environment where each member can contribute, where members collaborate, and where new ideas can be shared. The code of conduct is therefore not only a set of basic standards of behavior that reflect our shared values – it is an essential part of the SECAR collaboration approach to achieve our scientific and educational goals. The code of conduct applies to all members of the SECAR collaboration. It does not replace or supersede any local institutional codes of conduct, including the FRIB code of conduct, anti-discrimination policies, or anti-harassment policies. While the code of conduct is not a safety document, approaching all SECAR work with a safety-first attitude is an important part of our expected standard of behavior. We follow all local laboratory safety protocols and guidelines when working with SECAR, actively contribute to a work environment where safety comes first, and serve as an example for how to conduct work safely. We welcome comments and suggestions to improve and evolve this document in the future.

As SECAR collaboration members,

We behave professionally and respectfully.

We maintain a professional environment that encourages the free expression and exchange of scientific ideas and is characterized by an atmosphere of tolerance, equity, and mutual respect, regardless of race and other personal attributes, including but not limited to: (alphabetically) age, disability, ethnicity, gender, gender expression, gender identity, lactation, nationality, physical appearance, political affiliation, pregnancy, race, religion, sexual orientation, and status as a caregiver (including as a parent). Behaviors and language acceptable to one person may not be to another. We make every effort to ensure that words and actions communicate respect for others.

We foster a welcoming, inclusive, and accessible work environment.

We respect and value differences. We avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such. We welcome anti-racist efforts within our collaboration, we actively discourage discrimination, and we refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status, disability, or family situation.
We create an accessible work environment by being mindful of visible and invisible disabilities, including color blindness, for example when selecting color for interfaces and plots; mobility challenges, for example when creating or maintaining walkways; or hearing and vision challenges, for example when creating audio or visual alarms. We commit to being open minded and growing in our understanding of what it means to be inclusive.

We conduct research with professional integrity, honesty, and following ethical standards.

We follow APS guidelines for professional conduct https://www.aps.org/policy/statements/02_2.cfm and the AAS research Code of Ethics https://aas.org/policies/ethics#research. We actively foster an environment where new scientific ideas can be shared freely without fear of being taken advantage of. We ensure that we credit others for their contribution and declare conflicts of interest. For publications we acknowledge work of others, and offer co-authorship to all who have contributed significantly to the inception, design, execution, or interpretation of the research.

We do not tolerate harassment.

We are committed to providing a safe, harassment-free and discrimination-free environment for everyone. We adopt the definitions of harassment by the American Astronomical Society (AAS) https://aas.org/policies/anti-harassment-policy-aas-division-meetings-activities. Harassment includes offensive comments or denigrating jokes related to nationality, gender, sexual orientation, disability, physical appearance, body size, race, or religion; sexual images in public spaces; deliberate intimidation, stalking, following, harassing photography or recording; inappropriate physical contact; and unwelcome sexual attention.

All SECAR collaboration members are expected to comply with the applicable anti-harassment, anti-discrimination laws and policies in effect at their home institutions, and the institutions they are located at, including mandatory reporting requirements.

We do not tolerate bullying.

Bullying in any form, including, but not limited to, physical bullying, verbal abuse, disparagement, intimidation, exclusion, spreading personal rumors, is not tolerated. Bullying is defined as unwelcome or unreasonable behavior that demeans, intimidates, humiliates, or sabotages people, either as individuals or as a group.

We help the SECAR community abide by this code of conduct.

We encourage everybody to report violations of this policy to the SECAR collaboration council chair, or any other member of the SECAR collaboration council. We will not tolerate any form of retaliation for reporting, speaking up, or intervening in response to code of conduct violations.

Sanctions for participants found in violation of this code of conduct may range from warnings, exclusion from SECAR activities, to expulsion from the collaboration. SECAR collaboration members will fulfill all mandatory reporting requirements concerning sexual harassment.