

FRIB Users Organization Code of Conduct (adapted from DOE-SC and the FRIB Theory Alliance)

The FRIB Users Organization 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 the FRIB Users Organization's scientific research program and is an essential aspect of its mission. Members of the FRIB Users Organization, while participating in professional 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 FRIB Users Organization. The FRIB Users Organization does not tolerate harassment of any kind, including sexual harassment, bullying, intimidation, violence, threats of violence, retaliation, or other disruptive behavior. Discrimination in any guise based on an individual's race, color, sex, religion, disability, etc. is not acceptable, and will have consequences. If harassment or discrimination occurs during an event or activity sponsored by the FRIB Users Organization, members may notify the Manager for User Relations, or submit an anonymous comment to the FRIB Users Organization: <https://fribusers.org/comments.html>

Definitions: Discrimination is defined as prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, 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, but are not limited to, unwelcome and repeated attempts to contact, and any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, sex, sexual orientation, 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.