NCEAS Code of Conduct

The National Center for Ecological Analysis and Synthesis (NCEAS) values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among NCEAS residents and visitors, and is committed to providing a safe, productive and welcoming environment for everyone in its community. NCEAS can serve as an effective forum to consider and debate science-relevant viewpoints in an orderly, respectful, and fair manner. This Code of Conduct is important to promoting diversity and creating an inclusive, supportive, and collaborative environment for all peoples.

All NCEAS residents and visitors are expected to abide by this Code of Conduct, which applies to all NCEAS-related events, both onsite and offsite from the main NCEAS office.

Expected Behavior

- Treat all participants with kindness, respect and consideration, valuing a diversity of views and opinions (including those you may not share).
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing behavior and speech directed toward other participants.
- Be mindful of your surroundings and of your fellow participants. Alert NCEAS staff if you notice a dangerous situation or someone in distress (see Reporting Unacceptable Behavior below).
- Respect the rules and policies of the meeting venue, hotels, NCEAS-contracted facility, or any other venue.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form. Harassment includes speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be certain respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior.
- Examples of unacceptable behavior include, but are not limited to:
  - Physical or verbal abuse of any participant
  - Unwelcome or offensive verbal comments or exclusionary behavior related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, sexual orientation, race, or religion
  - Inappropriate physical contact
  - Unwanted sexual attention
  - Use of sexual or discriminatory images in public spaces or in presentations
  - Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of meetings or other events
- Bullying behavior
- Retaliation for reporting unacceptable behavior

**Reporting Unacceptable Behavior**

- If you are not in immediate danger but feel that you are the subject of unacceptable behavior, have witnessed any such behavior, or have other concerns, please notify a member of the NCEAS Executive Team as soon as possible, who will help resolve the situation. All reports will be treated seriously and responded to promptly.
- Once NCEAS is notified, staff will discuss the details first with the individual filing the complaint, then any witnesses who have been identified, and then the alleged offender before determining an appropriate course of action. Confidentiality will be maintained to the best of our ability and to the extent that it does not compromise the rights of others.

**Consequences**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- NCEAS staff (or their designee) or security may take any immediate action deemed necessary and appropriate, including removal from a meeting or event without warning, disinvitation to future NCEAS meetings and events, removal from the NCEAS public webpage, and/or notification of proper authorities if necessary.