

DUNE International Collaboration

## **Code of Conduct**

It is the policy of the DUNE Collaboration that all collaboration members will conduct themselves in a professional manner that is welcoming to all members and free from any form of discrimination, harassment, or retaliation. Collaboration members will treat each other with respect and consideration to create a collegial, inclusive, and professional environment in all DUNE contexts. Creating a supportive environment to enable productive scientific collaboration is the responsibility of all participants.

Collaboration members will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, religious or philosophical beliefs, ability status, or educational background. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, inappropriate photography, and stalking.

Violations of this code of conduct policy should be reported to one or both of the Spokespersons, and/or members of the DUNE-IB, who are expected to respond in a timely fashion. At least one of the Spokespersons should be informed that a report has been made to any DUNE-IB members and consulted if a DUNE-IB member receiving the report is not able to handle the issue appropriately. The Spokespersons, in consultation with the EC, will appoint a standing committee to deal with these reports. Decisions on what action to take in response to the violation will be made by the Spokespersons, in consultation with the standing committee and the EC if appropriate; discretion and privacy for the people involved will be considered at all times.

Possible actions in response to violations may range from a verbal warning by the Spokespersons, to requests to leave the collaboration by the Spokespersons in consultation with the EC, to expulsion from the collaboration by an IB vote, to notification of appropriate authorities. If any of the members of the IB, EC or the Spokespersons are involved in the violation, they must recuse themselves from any decision-making process. Retaliation for complaints of inappropriate conduct will not be tolerated. If any collaborator observes inappropriate comments or actions, the collaborator is expected to take action, which could include personal intervention if it seems appropriate for the situation and safe.