

# UCAR/NCAR

## Participant Code of Conduct

### Workshops, Conferences, Field Projects

UCAR and NCAR are committed to providing a safe, productive, and welcoming environment for all staff and participants in any conference, workshop, field project or project hosted or managed by UCAR, no matter what role they play. All staff and participants are required to abide by this Code of Conduct. This Code of Conduct is adapted from the one adopted by AGU, complies with the new directive from the National Science Foundation (NSF) and applies to all UCAR related events, including those sponsored by organizations other than UCAR but held in conjunction with UCAR events, in any location throughout the world.

#### Expected Behavior

- All staff and participants are treated with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other participants.
- Be mindful of your surroundings and of your fellow staff members and participants. Alert UCAR staff, as identified below, and suppliers/vendors if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the workshop, conference, field project site, hotels, UCAR contracted facility, or any other venue.

#### Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form will not be tolerated.
- Physical or verbal abuse by anyone to anyone, including but not limited to staff, a participant, member of the public, guest, member of any institution or sponsor.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, gender identity, age, disability, physical appearance, body size, race, religion, national origin/color, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking anyone, including a participant.

#### Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- UCAR staff, as identified below (or their designee), or security/local police may take any action deemed necessary and appropriate, including immediate removal from the event, conference, workshop, field project, or facility without warning or refund.
- UCAR reserves the right to prohibit attendance at a future event, conference, workshop or field project.

- Notification of an infraction to a Home Institution. In cases where UCAR determines there has been a potential policy or code of conduct violation which may or has caused serious personal and/or professional harm, the home institution of the offender will be notified of the complaint.

### **Reporting Unacceptable Behavior**

If you or someone you know is subject to unacceptable and/or unwelcome behavior, or if you observe inappropriate behavior, or have any other concerns, please contact the on-duty UCAR staff member immediately. The UCAR on-duty point(s) of contact for this conference, workshop, field project is/are listed below. They / s/he will be on-site and can also be reached by email or phone.

- Emily Fischer ([evf@atmos.colostate.edu](mailto:evf@atmos.colostate.edu); c: 603-986-4241)
- Pavel Romashkin ([pavel@ucar.edu](mailto:pavel@ucar.edu); c: 303-803-8448)
- Cory Wolff ([cwolff@ucar.edu](mailto:cwolff@ucar.edu); c: 303-335-6517)

WE-CAN Project is partnering with Lameece Erwin ([lerwin@ucar.edu](mailto:lerwin@ucar.edu), w: 303-497-8711) and Neil Barker ([nbarker@ucar.edu](mailto:nbarker@ucar.edu), w: 303-497-8721) in UCAR's Human Resources Department; Carolyn Brinkworth, UCAR's Chief Diversity Officer ([carolyn@ucar.edu](mailto:carolyn@ucar.edu); w: 303-497-1670; c: 720-619-1459), and Bob Wiley in UCAR's Health, Environment and Safety & Security Office ([rwiley@ucar.edu](mailto:rwiley@ucar.edu); w: 303-497-8554) to respond to any issues that arise.

UCAR will follow its Harassment Reporting Procedures [[link](#)] in the event a complaint is received.