C-DEBI CODE OF CONDUCT

The Center for Dark Energy Biosphere Investigations (C-DEBI) is committed to providing a virtual meeting space where all participants feel welcome, safe, and included. By registering for and attending the meeting, you agree to review and abide by this non-discriminatory code of conduct.

I. The following behaviors are expected of attendees of the C-DEBI Virtual Meetings:
   1. Attendees will treat other with dignity and respect, regardless of their own or another’s race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, educational background, disability, or military service or veteran status.
   2. Attendees will communicate with civility.
   3. Attendees will give fair and equitable consideration to all students, postdoctoral scholars, faculty, professionals, and amateurs, regardless of their race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, educational background, disability, or military service or veteran status.
   4. Attendees engaged in student mentoring will encourage all students in a respectful manner that is inclusive of diverse backgrounds and experiences and recognizes that education is fundamental for the promotion of student learning and professional development.
   5. Attendees will observe the guidelines for the reporting of prohibited behavior (see Section IV below) and recognize that such guidelines are in effect at all times during the meeting.
   6. Attendees will not attempt to injure the reputation or professional opportunities for others by false, biased, or undocumented claims.
   7. Attendees will not practice, incite, encourage, or condone prohibited behavior (see Section II below), including but not limited to harassment in any form.

II. The following behaviors are prohibited during the C-DEBI Virtual Meetings:
   1. Harassment in any form, including sexual harassment, denigrating jokes, stereotyping, or a recurring pattern of microinvalidations, microassaults, microaggressions, and microinsults
   2. Physical abuse or intimidation, including disregard for another's safety
3. Verbal or written abuse or intimidation (in-person or remotely), including but not limited to: harmful or negative comments related to race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, level of education, disability, or veteran status

4. Violating the previously communicated (verbally or nonverbally) physical, emotional, and sexual boundaries of others through the continuation of otherwise prohibited behaviors, or through verbal or written comments founded on any personal aspect of another individual

5. Photographing, recording, or video-taping of others and/or the dissemination or distribution of photographs, recordings and video-tapings of others without their consent.

6. Intentional, unwelcomed physical behaviors (in-person or remotely), including but not limited to: stalking, physical contact, and aggressive or intimidating displays and/or body language

7. Threats (implied or real) of physical, emotional, professional, or financial harm

8. Any other behaviors that may reasonably be assumed to have the effect of creating, contributing to, or maintaining an environment that is hostile toward or damaging to a person or group

III. Consequences of prohibited behaviors
   - Anyone requested to stop prohibited behavior will be expected to immediately cease that behavior.
   - Meeting organizers may institute disciplinary actions, including immediate and permanent removal from the Meeting.

IV. Reporting prohibited behaviors
Please report any real or reasonably perceived prohibited behaviors to any of the meeting organizers:
   - Joy Buongiorno (joy.buongiorno@maryvillecollege.edu)
   - James Bradley (jbradley.earth@gmail.com)
   - Beth Orcutt (borcutt@bigelow.org)
   - Rosalyynn Sylvan (rosalyyl@usc.edu)