

Summary

Every person brings value to our community, and we are the most successful when we are diverse in experience and background. As members of <research group>, we therefore pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community. We will make participation in our community a harassment-free experience for everyone, regardless of age, body size, visible or invisible disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, caste, color, religion, or sexual identity and orientation.

Additionally, our exceptional professional reputation enables us to secure funding, complete our work, and share our findings with the public. We therefore also pledge to act in accordance with the highest scientific and ethical standards, and in a manner that enhances and maintains the professional reputation of <research group> and its members. Examples of representing our community include completing course work, publishing manuscripts and peer review, attending seminars and conferences, using an official e-mail address, or posting via an official social media account.

This code of conduct is not a legal document, and it does not supplant any <department> and/or <university> policies relevant to level of employment or study.

Scope

This Code of Conduct applies within all community spaces, and any time we are acting in an official capacity or anyone in the space recognizes us as a member of the community. Community spaces include classrooms, laboratories, offices, meeting spaces on and off campus, and libraries, as well as conferences and professional meetings, receptions, and field trips. Furthermore, as members of <research group>, affiliated with <department> and <university>, and as scientists and engineers, we will lead by example within these broader communities: we will strictly abide by this code of conduct and encourage others to follow these same standards.

Our Standards

Examples of behavior that contributes to a positive community environment and our professional reputation include:

- Demonstrating empathy and kindness toward other people
- Being respectful of differing opinions, viewpoints, and experiences
- Giving and gracefully accepting constructive feedback
- Accepting responsibility and apologizing to those affected by our mistakes, and learning from the experience
- Focusing on what is best not just for us as individuals, but for the overall community
- Conducting, managing, judging, and reporting scientific research objectively, honestly, and thoroughly
- Appropriately acknowledging ownership of ideas that are generated by others
- Refraining from engaging in activities where a conflict of interest impedes my ability to be objective
- Ensuring that all collaborators and co-authors on publications and proposals have the opportunity to review, comment on, and approve scientific communications prior to their release

Examples of unacceptable behavior include:

- The use of sexualized language or imagery, and sexual attention or advances of any kind
- Trolling, insulting or derogatory comments, and personal or political attacks
- Public or private harassment

- Other conduct which could reasonably be considered inappropriate in a professional setting
- Taking research ideas without permission, from members of <research group> and/or our broader community
- Modifying, manipulating, or falsifying data in any way, including presenting data and results in a way that misleads, overstates, or hides significance of results (e.g., p-hacking)

Enforcement

As <research group> PI, Dr. Moodie will be the first point of contact for clarifying and enforcing our standards of acceptable behavior. He will take appropriate and fair corrective action in response to any behavior deemed inappropriate, threatening, offensive, or harmful. Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to <department> and <University> leaders for enforcement under conduct regulations at those levels. Importantly, if you prefer to not report to Dr. Moodie for any reason whatsoever, alternative reporting options and resources are listed in the section “Resources” below.

Every effort will be made to respect the privacy and security of the reporter of any incident; however, reporting requirements from <University> or <State> may require disclosure of a complaint to other administrative units within <University>. All complaints will be reviewed and investigated promptly (≤ 2 weeks) and fairly.

Below are some examples of community impacts and possible consequences.

Community Impact	Consequence
Singling out individuals for certain tasks, roles, or responsibilities on a discriminative basis. Also, verbal or action-based micro-aggressions.	A public or private conversation with Dr. Moodie, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate.
Use of inappropriate language or other behavior deemed unprofessional or unwelcome in the community.	A written warning from Dr. Moodie, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate. A private or public apology may be requested, depending on circumstances.
A series of incidents or actions that violate our community standards.	A written report filed with <department> and/or <university> administrators. A meeting with the department chair may be necessary.
Any violation rising to the level of legal standards and regulations of the city, state, or federal government.	A written report filed with <department> and <university>, who will handle the outcome of the violation.

Reporting

In most circumstances, directly reporting violations to Dr. Moodie is the best way to ensure our community standards are fairly and uniformly enforced. Dr. Moodie will take appropriate action to address the violation, including identifying other parties and administrative units that need to be notified of the violation and/or included in the resolution of the issue. Violations can be reported to Dr. Moodie in person or by email.

However, there may be circumstances surrounding the violation that would make reporting to Dr. Moodie more difficult, for example, if Dr. Moodie is involved with the violation. In these situations, there are several alternative reporting options available; importantly, these options are always available and no one should feel restricted from using these options.

To be completed with Department and University resources.

- Title IX reporting
- department- and university-level ombudsperson(s)
- (under)graduate student union/council (?)

Resources

To be completed with Department and University resources. Some topics to identify resources on:

- university-level Code of Conduct, Honor Code, etc.
- counseling and mental health
- Title IX reporting
- other reporting pathways
- department- and university-level ombudsperson(s)
- (under)graduate student union/council

Attribution

Parts of this Code of Conduct are adapted, borrowed, or inspired by other sources.

Argonne National Laboratory (n.d.). *Argonne Research Code of Conduct*. <https://www.anl.gov/research-code-of-conduct>. Accessed: 05-07-2021.

Contributor Covenant (n.d.). *Contributor Covenant: A Code of Conduct for Open Source Projects*. https://www.contributor-covenant.org/version/2/0/code_of_conduct.html. Version 2. Accessed: 05-07-2021.

Jackson, Christopher (n.d.). *Basin Research Group (BRG) — Code of Conduct*. <https://docs.google.com/document/d/10y7TP48ik1rcQBPA5Do8mZM7DJ5EbF0hyWP-csgb1QE/edit>. Accessed: 05-07-2021.

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