

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 participants in any conference, workshop, field project or project hosted or managed by UCAR, no matter what role they play or their background. All 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 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 participants. Alert UCAR staff 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 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, disability, physical appearance, body size, race, religion, national origin, 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 (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, 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 there has been a policy or code of conduct violation and the violation has caused serious personal and/or professional harm, the home institution of the offender may be notified of an infraction resulting from a complaint to UCAR.

Reporting Unacceptable Behavior

If you or someone you know is subject to unacceptable and/or unwelcome behavior, or have any other concerns, please contact a member of UCAR staff immediately. The on-duty points of contact for this meeting who will be on-site can also be reached by email.

- Andrew Gettelman (andrew@ucar.edu)
- Julio Bacmeister (juliob@ucar.edu)

NCAR/CGD is partnering with Lameece Erwin (lerwin@ucar.edu, w: 303-497-8711) and Neil Barker (nbarker@ucar.edu, w: 303-497-8721) in UCAR's Human Resources Department; Carolyn Brinkworth, UCAR's Chief Diversity Officer (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; w: 303-497-8554) to respond to any issues that arise.

UCAR's Harassment Reporting Procedures should be followed in reporting of any incidents.