

Code of Conduct

Berkeley Lab Postdoc Association Events

BLPA Commitment:

BLPA is committed to providing a positive and safe environment that fosters community, networking, and the free exchange of ideas. We want everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion, to feel welcome at BLPA events. We do not tolerate harassment of participants in any form. All participants of BLPA events are expected to treat others with respect and consideration, follow venue or online meeting rules, and alert organizers of any dangerous situations or anyone in distress. Participants asked to stop any harassing behavior are expected to comply immediately. All attendees, speakers, exhibitors, contractors, volunteers, and guests at BLPA events - online and in-person - are expected to abide by this Code of Conduct.

Harassment:

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, veteran status, marital status, body size, race, or religion
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Microaggressions, i.e. small, subtle, often subconscious actions that marginalize people or minimize their experiences
- Deliberate misgendering or use of 'dead' or rejected names
- Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate
- Unnecessary touching and simulated physical contact (e.g. textual descriptions like "hug" or "backrub") without consent or after a request to stop
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Sustained disruption of discussion
- Unwelcome sexual attention
- Stalking

- Continued one-on-one communication after requests to cease
- Publication of non-harassing private communication

Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

Reporting:

If you experience harassment at a BLPA event, notice that someone else is being harassed, or have any other concerns, please notify the organizers and contact the BLPA board at postdoc-board@lbl.gov. They'll respond as promptly as they can.

We will respect confidentiality requests for the purpose of protecting victims of abuse. We will not name harassment victims without their affirmative consent. After respectfully engaging both parties, we reserve the right to deny entry at BLPA events to persons that we perceive could cause further conflict or harassment.

Consequences:

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, the BLPA Board may take any action they deem appropriate, up to and including expulsion from current and future BLPA events.

Credits and License:

This code of conduct is based on [Code of Conduct of Symposium on Careers and Collaboration in Science](#) organized by Boston Postdoctoral Association and Annalee Flower Horne's [Sample Slack Code of Conduct](#), which is in turn based on Geek Feminism's [Community Anti-Harassment Policy](#). We have adapted the Sample Slack Code of Conduct for our own use under the terms of the [Creative Commons Attribution License](#).