



## Code of Conduct

Each week in the summer and winter sessions, the Aspen Center for Physics (ACP) welcomes a broad community of researchers to work on open problems and share ideas and results about the most exciting topics in physics and related fields. In so doing, the ACP strives to provide a welcoming environment for all participants, including attendees, organizers, ACP staff, and volunteers. Participants are expected to act professionally and to treat each other with respect and consideration to create a collegial atmosphere that enables open scientific exchange. As this is a collective responsibility, all prospective ACP participants must agree to abide by and uphold this Code of Conduct as a condition of participation in the Center's programs.

Participants will avoid any inappropriate actions or statements that target individual characteristics such as ability status, age, caste, educational background, ethnicity, gender expression, gender identity, marital status, nationality, political affiliation, race, religious affiliation, sexual orientation, or any other characteristic protected by law. Disruptive, discriminatory, or harassing behavior of any kind will not be tolerated. Harassment includes, but is not limited to, inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, displaying offensive images, and stalking. Retaliation of any form against anyone who reports a violation of this Code or assists in resolving a situation will not be tolerated.

All Aspen Center for Physics participants are empowered to request that behavior inconsistent with the Code of Conduct be stopped. Participants asked to cease any such behavior are expected to comply immediately. Violations of the Code can be reported by any participant to the ACP Administrative Vice President in person or anonymously at [reportit@aspenphys.org](mailto:reportit@aspenphys.org). To the extent possible, all verbal and written communications will be treated confidentially and, if requested and possible, the anonymity of the reporter will be preserved. Reports can be made before, during or after participation at the Center, and all reports will be followed up on promptly.