

Summer Mathematics Programs Consortium

Code of Conduct

Last updated November 4, 2025

Statement of Principles:

The Summer Mathematics Programs Consortium (“the Consortium”) supports equality of opportunity and treatment for all participants, regardless of sex, gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, family/marital status, sexual orientation, political affiliation, veteran status, educational background physical appearance, ability, socioeconomic class, or any other characteristic protected by law.

We seek to foster an atmosphere that encourages the free expression and exchange of ideas, and simultaneously seeks to ensure a safe and welcoming environment free of harassment, bullying, retaliation, and discrimination of any kind for participants in Consortium activities.

This policy extends beyond the basic precepts of individual safety: even without malicious intent, sometimes we can cause harm or discomfort that we don't anticipate or even understand. If you do make a misstep, we ask you to take the time to really listen, take concerns seriously, and incorporate feedback. If you observe behavior that makes you uncomfortable, whether directed at others or at yourself, whether with harmful intent or in the context of joking around, please help us to remedy the situation. You are always empowered to respectfully advocate for yourself or others, and the Consortium leadership is always here to offer support, either to help you navigate the situation or to intervene with direct action.

Here's what we're asking our community to do:

We are collectively responsible for our community and the safety and support of its members in all Consortium activities, whether virtual or in-person. The Consortium expects participants to respect each other and behave in a responsible manner. Participants should respect common-sense rules for public behavior, personal interaction, common courtesy, and respect for public health and private property. Further, we ask each participant to be mindful of the effects of their actions on others.

Assistive devices are considered an extension of their users' bodily autonomy with regard to touching, photographing, and other conduct. Service dogs, as defined by the ADA, are also an extension of their handlers and must not be touched, photographed, deliberately distracted, or otherwise impeded without permission of their handler.

As a reminder for those participating in the Annual Conference, Joint Mathematics Meetings meetup, or other in-person gatherings: please note that the Consortium does not have exclusive use of any meeting facilities or hotel facilities. Thus, please be considerate of those people using these facilities who are not Consortium activity participants.

Here's what's *not* okay in our community:

The Consortium forbids abusive, insulting, harassing, intimidating, and/or discriminatory behavior. Such behavior includes, but is not limited to: stalking, offensive comments, discriminatory statements, deliberate intimidation, sustained disruption of sessions, inappropriate physical contact, unwelcome sexual attention, display of sexual images in public spaces, and display of hateful iconography. These prohibited behaviors can include but are not limited to those related to: race, national origin, sex, gender, sexual orientation, physical appearance, age, religion, ability, family/marital status, or socioeconomic class. Examples of hateful iconography can include, but are not limited to, those listed on the websites of the [Southern Poverty Law Center](#) and the [Anti-Defamation League](#).

Disruptive behavior is not acceptable.

Community Norms

In order to support an engaging, welcoming environment, the following norms are intended to help set expectations for conversations taking place in Consortium spaces:

- Assume good intent.
- Allow for “first-draft thinking”. Our thinking is in-progress and we may not always have fully fleshed-out thoughts.
- Ask questions for clarification; avoid making assumptions.
- Give and receive feedback with grace and openness.

Our aim is to work together on a consensus basis, and come to shared agreements about how to carry out our mission.

Who is responsible for setting norms and addressing concerns:

At a specific program or activity, the designated organizers are responsible for maintaining a safe and welcoming environment and responding to issues if/when they arise. Examples of designated organizers include:

- At the annual Consortium conference, the Conference Planning Committee
- In the Incubator Program, the Incubator Committee
- In the Online Hub, the Online Hub Committee

In virtual Consortium spaces (such as our mailing list and Slack workspaces), the Steering committee is responsible. The Steering Committee can also serve as an avenue for escalating concerns and/or addressing appeals.

(If and when the Consortium has an Executive Director, they will serve as the key contact person, and will escalate issues to the Steering Committee as needed.)

What to do if something goes wrong:

The Consortium expects that participants who either witness or are made aware of discrimination, harassment, or bullying by others should actively seek to prevent, report, and/or

otherwise mitigate the offensive behavior. Please report any incidents in which a participant is abusive, insulting, intimidating, acting in an unsafe or illegal manner, or simply bothersome.

To report an issue in a Consortium program or activity, contact the designated organizers. (The designated organizers may address issues directly and let Steering know about the outcome, recruit their Steering liaison to support them in the process, or pass the issue to Steering, as appropriate.)

In other contexts, or to escalate an issue, you may make a report to the Steering Committee:

- in person, by speaking with any member of the Steering Committee
- via email at steering@summermathprograms.org
- via Google form (name optional) at <https://tinyurl.com/consortium-issue-report>

How we will respond:

When any designated organizer or member of the Steering Committee receives a report of an incident that may violate the Code of Conduct, we will take it seriously and respond promptly. We will do our best to honor requests for confidentiality and to handle sensitive issues discreetly, and to address small issues as they arise with kindness and courage to help prevent bigger issues down the line.

First, the designated organizers or Steering Committee will together assess the severity of the situation, make an initial action plan, and if appropriate, designate a point person to follow up with the affected individual(s) to offer supportive measures right away. Examples of supportive measures include: changes to housing, meals, and/or the schedule of activities for in-person gatherings; increased limits for expense reimbursements; adjustments to digital spaces (such as shared files, email lists, Slack workspace).

Second, we will do information gathering and due diligence to verify our understanding of the situation. All parties will have the opportunity to speak on their own behalf, and will have access to a point person on the Steering Committee to answer questions.

Finally, we will take action to remediate the situation. Those actions could include creating opportunities for direct interpersonal repair work if mutually agreed upon by the parties; providing additional corrective or preventive measures, such as directly intervening to help a participant moderate their behavior; bringing in internal or external mediators; or escalating an issue to be addressed under [MFOA's Discrimination Complaint Policy](#).

Appeals should be brought to the Steering Committee.

The Consortium reserves the right to remove anyone from virtual or in-person Consortium activities for violations of this Code of Conduct, and may choose to ban participation from future participation in the Consortium. Any request by the Steering Committee or its designee to leave an area due to disruptive behavior must be complied with immediately.

The Consortium Code of Conduct is shamelessly and gratefully lifted and edited from the Arisia Code of Conduct, the JMM Welcoming Environment Statement, and the MAA Code of Conduct.