Arctic Data Center Code of Conduct - Training Workshop

The Arctic Data Center at NCEAS values the diversity of views, expertise, opinions, backgrounds, and experiences reflected across the community, and is committed to providing a safe, productive and welcoming training environment. As instructors and facilitators, we commit to making participation in this workshop a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation. We provide below a Code of Conduct that highlights community guidelines, expected and unacceptable behavior.

All participants – including, but not limited to, Arctic Data Center staff, NCEAS residents, workshop participants, visitors, guest trainers – are expected to abide by this Code of Conduct. This Code of Conduct applies in all venues, including ancillary events and social gatherings, associated with NCEAS and the Arctic Data Center.

Collaborative and Community Guidelines
- Create a community of learning
- Recognize, respect and appreciate every community member's diverse background, perspective, breadth of experience and style of communication
- Share resources, challenges, and tools within our legal ability
- Provide support
- Create a safe and supportive space for participants to build trust: inviting, inclusive, open-minded, positive, and FUN!
- Be active in keeping it safe and maintaining group integrity

Examples of behavior that contributes to creating a positive environment include:
- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing empathy towards other community members

Expected Behavior
- Treat all participants, trainers, staff, and others with kindness, respect and consideration, valuing a diversity of views and opinions (including those you may not share).
- Communicate openly with respect for other participants, critiquing ideas rather than individuals.

- Refrain from demeaning, discriminatory, or harassing behavior and speech directed toward other attendees, participants, trainers and staff.
- Be mindful of your surroundings and of your fellow participants.

Unacceptable Behavior
- Harassment, intimidation or discrimination in any form. Harassment includes speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. If the recipient feels like something is harassment, it is harassment, regardless of intent.
- Physical or verbal abuse of any participants, trainer or staff
- Examples of unacceptable behavior include, but are not limited to, unwelcome or offensive verbal comments related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion. Harassment can also include the use of sexual and/or discriminatory images in public spaces or in presentations; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; bullying behavior; inappropriate physical contact; and unwanted sexual attention.
- Recording or taking photographs of another individual or their work without explicit permission