

## **IceCube Collaboration Code of Conduct\***

The IceCube Collaboration strives to create a collaborative, inclusive, and professional environment to promote discovery, cooperation, and personal growth. All members of the IceCube Collaboration will treat each other with respect and consideration and conduct themselves in a professional manner that is welcoming to all and free from any form of discrimination, harassment, or retaliation.

### **Scope**

**This document is intended to reaffirm that the IceCube Collaboration repudiates and does not tolerate any form of harassment among its members.** In all collaboration related interactions, whether in person or digitally, members will avoid any inappropriate actions or statements.

Creating a supportive environment to enable scientific discourse is the responsibility of all. This policy also applies to all participants at any collaboration associated event, including attendees, presenters, vendors, staff, volunteers, and all other stakeholders. If a violation is committed by an event participant that is not an IceCube collaborator, it should be reported to event organizers or staff and/or a member of the IceCube Diversity Task Force.

### **Definitions of Harassment**

For the purposes of this document, the IceCube Collaboration adopts the definition of sexual harassment and other harassment of the *Anti-Harassment Policy for Meetings and Activities* of the American Astronomical Society and Divisions (<http://aas.org/policies/antiharassment-policy>).

#### *Sexual harassment*

“Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Behavior and language that are welcome/acceptable to one person may be unwelcome/offensive to another. This is especially important for those in positions of authority since individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behavior. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with work effectiveness. The following are examples of behavior that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; sexually explicit jokes; unnecessary touching.”

#### *Other harassment*

\*Policy adapted from the Anti-Harassment Guidelines of the LIGO Scientific Collaboration for use by the IceCube Collaboration ([https://dcc.ligo.org/public/0115/M1400285/003/lsc\\_harassment-final.pdf](https://dcc.ligo.org/public/0115/M1400285/003/lsc_harassment-final.pdf))

“Harassment on the basis of any other protected characteristic [such as age, race, ethnicity, sexual orientation, gender expression, physical appearance, nationality, political affiliation, ability status, educational background, or any other characteristic protected by applicable laws] is also strictly prohibited. This conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; [photography without permission or stalking;] demeaning jokes and display or circulation of written or graphic material that demeans or shows hostility or aversion toward an individual or group.”

## Expectations

**Any individual defined by the scope of this document asked to stop any harassing behavior is expected to comply immediately. Harassment may constitute a willful and/or egregious violation of the IceCube Collaboration code of conduct.** If an individual engages in behavior that meets the above definition of harassment, collaboration leadership may take any action they deem appropriate, ranging from warning the offender to initiating a procedure of expulsion from the collaboration.

## If you perceive you have been the subject of harassment...

This section offers some advice and guidance to a member in the unfortunate case harassment has occurred. The following suggestions are not in order of importance or priority. Remember that every situation is different and the steps you follow should be adjusted to meet your situation and level of comfort. *Safety is the first priority.* If you feel endangered, act immediately to leave the situation, attract attention, or seek help. Depending on the nature and severity of the incident, the member may want to report it immediately to appropriate law enforcement agencies and/or to the relevant office of their institution. IceCube Collaboration leadership will act to ensure that there are no negative consequences for members reporting an incident. On the contrary, members are strongly encouraged to report instances of harassment, and retaliation for such reports will not be tolerated.

If you perceive yourself to have been the subject of harassment in the performance of IceCube Collaboration activities, you should consider doing some or all of the following:

1. Consult the Ombudsperson for confidential and informal advice. The Ombudsperson will assist a member at any time in identifying and evaluating options for resolving and managing the incident and make referrals to other appropriate academic and community resources. Confidentiality will be honored unless you explicitly request an action that requires otherwise (see IceCube Collaboration Ombudsperson Policy).
2. If possible, and you feel comfortable, inform the perpetrator that his/her behavior is unwelcome. Explain what is bothering you, identify the behavior as harassment, and state that you want that behavior to stop. If you are uncomfortable talking to the harasser face-to-face, you may write a brief note or email. Be sure to keep a copy. However, you are not required or expected to confront your harasser prior to reporting an harassment related incident and are

welcome to consult the ombudsperson for advice on this step. Confront your harasser only if you feel comfortable doing so.

3. If you want to initiate a formal complaint or request actions to be taken by IceCube Collaboration Leadership, inform the IceCube Spokesperson. After consulting with leadership while still maintaining anonymity for the involved parties, the Spokesperson may, at their sole discretion, contact affected parties and, in instances of unresolved or serious conflicts, institutional resources of the accused party for a formal investigation. Any further action by leadership following the conclusion of the formal investigation by these institutional resources will conform to the IceCube Collaboration Formal Complaint Policy.

4. Talk to your advisor, the Human Resource Department, Ombudsperson, or equivalent entity at your home institution.

5. If appropriate, consider reporting the incident to the fair employment agency in your jurisdiction, or equivalent authorities. In the United States, if you plan to file a lawsuit against a coworker, you must first file a sexual harassment complaint with these entities.

6. Report the incident to the appropriate law enforcement agencies.

### If you witness a case of harassment...

This section offers some advice and guidance to a member witnessing an instance of harassment. As in the previous section, the following suggestions should be adjusted to meet each particular situation.

If you witness a colleague being subjected to harassment during the performance of IceCube Collaboration activities, you should:

1. If you believe that someone's safety is in jeopardy, immediately contact local law enforcement. When reporting the incident, provide as much information as is available, such as the name of the harasser, the nature and approximate time of the incident, the circumstances surrounding the incident, and the names of other people involved in the incident.

2. If violations of this code of conduct occur and personal intervention seems appropriate and safe, proceed to do so in a cautious manner. Note that a third party should be considerate of all parties involved before intervening.

3. Talk to your advisor, the Human Resource Department, Ombudsperson, or equivalent entity at your home institution.

4. Report the harassment incident to the Ombudsperson. The Ombudsperson will inform the IceCube Spokesperson unless you request otherwise. All reports to the Ombudsperson are confidential and no information will be released but to the IceCube Spokesperson without your

previous consent. Please do not disclose information about the incident publicly until the Ombudsperson has had sufficient time to address the situation.

## Other Resources

Know Your Rights: Workplace Sexual Harassment, The American Association of University Women (AAUW), <https://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment/>

Sexual Harassment policies in different countries <http://hrmpractice.com/sexual-harassment-countries/>

Facts on Sexual Harassment, EEOC, <https://www.eeoc.gov/eeoc/publications/fs-sex.cfm>

Sexual Harassment, RAINN, <https://www.rainn.org/articles/sexual-harassment>

Sexual Harassment in the Workplace, National Women's Law Center,

<https://nwlc.org/issue/sexual-harassment-in-the-workplace/>

Anti-Harassment Policy for Meetings and Activities of the American Astronomical Society and Divisions, <https://aas.org/policies/anti-harassment-policy>

University of Wisconsin-Madison, Sexual Assault Campus & Community Sexual Assault Resources <https://www.uhs.wisc.edu/prevention/violence-prevention/resources/>

## Relevant Literature

Campus Sexual Assault: Suggested Policies and Procedures of the American Association of University Professors (AAUP), <https://www.aaup.org/report/campus-sexual-assault-suggested-policies-and-procedures>

Here's What to Include in Your Meeting's Harassment Policy, Professional Convention Management Association, <http://www.pcmaconvene.org/features/heres-what-to-include-in-your-meetings-harassment-policy/>

Conference anti-harassment/Policy resources, Geek Feminism Wiki, [http://geekfeminism.wikia.com/wiki/Conference\\_anti-harassment/Policy](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy)

Reporting Harassment at a Convention: A First-Person How To, <https://whatever.scalzi.com/2013/06/28/reporting-harassment-at-a-convention-a-first-person-how-to/>

Conference anti-harassment campaigns do work: Three existence proofs from SF&F, atheism/skepticism, and open source, <https://adainitiative.org/2013/08/23/conference-anti-harassment-campaigns-do-work-three-existence-proofs-from-sff-atheismskepticism-and-open-source/>