Spec-S5 Collaboration Code of Conduct

v1.0, initial draft, March 10 2023

The Stage 5 spectroscopy Collaboration (hereinafter called the Spec-S5 Collaboration) is a large collaboration with members from diverse backgrounds. We strive for an inclusive and respectful environment for Spec-S5 Collaboration members independent of their background, age, and stage or path of career. Spec-S5 Collaboration members should pay particular attention to interactions in which there is a disparity in seniority such as with students and postdoctoral researchers.

Discrimination

Members of the Spec-S5 Collaboration should treat each other with equity and respect, regardless of personal attributes including but not limited to: race, color, religion, sex, sexual orientation, gender, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability, medical condition, genetic information, or military service, or, within the limits imposed by law because of age or citizenship or for other arbitrary or personal reasons.

Harassment

The Spec-S5 Collaboration does not tolerate verbal, nonverbal, or physical harassment of any kind. This applies to all professional contexts, not simply those affecting Spec-S5 members.

Behaviors and language acceptable to one person may not be to another. Members must make every effort to ensure that words and actions communicate respect for others.

Sexual harassment is not tolerated in the Spec-S5 Collaboration, including, but not limited to, unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, nonverbal or physical conduct of a sexual nature.

Bullying in any form, including physical bullying, verbal abuse, disparagement, intimidation, exclusion, or spreading personal rumors, is not tolerated in the Spec-S5 Collaboration.

Scientific Misconduct

Members of the Spec-S5 Collaboration must perform research in a well-documented and ethically sound manner. Fabrication or falsification of data or results, plagiarism, violations of the Spec-S5 Publication Policy, taking credit for others' work, or any other scientific misconduct will not be tolerated.

Spec-S5 Meetings

When Spec-S5 members come together in person for meetings, the Code of Conduct does not change, but considerations related to in-person behavior and communications become more relevant. All attendees at Spec-S5-sponsored meetings where there is registration must agree to the Statement of Expected Conduct at Spec-S5 Meetings at registration.

These in-person meetings will have two Meeting Contact Persons to support compliance with the Code of Conduct. They will be available to meeting attendees who are experiencing conflicts or disputes as part of the Spec-S5 meeting activities, including at meals and social events. Meeting Contact Persons shall have the authority to take actions intended to defuse a harmful situation resulting from behavior at the meeting, up to and including requiring an attendee to leave the meeting. They will report their actions directly to the Spec-S5 Spokespersons.

The Spec-S5 Spokespersons will select the Meeting Contact Persons and inform the Spec-S5 Collaboration Institutional Board prior to the meeting. The Meeting Contact Persons will be members of Spec-S5 who will be present for the duration of the Meeting. They will have a strong understanding of Spec-S5 policies and their authority to act as Meeting Contact Persons under these policies.

Adherence

All Spec-S5 members, including Participants, their sponsored members, and other associated staff, are expected to abide by this Code of Conduct, and prospective members must agree to the terms of the Code of Conduct as a condition of acceptance into the Collaboration. Spec-S5 is a voluntary collaboration between scientists. Spec-S5 Participants are granted membership privileges at the discretion of the Spec-S5 Institutional Board (with the advice of the Spec-S5 membership committee), and such privileges may be revoked by the Spec-S5 Collaboration, for grounds including, but not limited to violations of this Code of Conduct. In addition, the Spec-S5 Collaboration reserves the right to remove a member from Spec-S5 based on sanction or censure by the member's department, institution, or professional society for activity that constitutes a violation of the Spec-S5 Code of Conduct. Past sanctions or censure by a department, institution, or professional society for activity that constitutes a violation of the Spec-S5 Code of Conduct can be considered by the Institutional Board in judging new applications for Spec-S5 membership.

Any member of Spec-S5 with a concern about a violation of the Code of Conduct for Spec-S5-related work may raise this concern to the Spec-S5 Spokespersons, Institutional Board chair, or Director. They may also contact one of the Spec-S5 Ombudspersons for consultation. The Ombudspersons and Spokespersons are available to aid with informal conflict resolution and mediation.

Individuals interested in pursuing formal complaints are encouraged to address complaints to the relevant employment institution(s). Spec-S5 management is available to help connect members to relevant officers at these institutions, including to seek strategies for short-term relief to inter-personal conflicts.

Retaliation toward a member who pursues any of these options, or toward anyone assisting either in the Ombuds process or in the investigation of a concern or complaint, is a violation of this Code.

In no circumstance does the Spec-S5 Code of Conduct supplant laws or institutional policies or requirements to which members of Spec-S5 or home institutions are subject, including reporting requirements of an individual or entity. It is understood that Spec-S5 members may report allegations of violations to home institutions, government agencies, or local authorities for investigation pursuant to applicable laws, regulations, and policies. The Spec-S5 Ombuds are available for consultation about any Spec-S5-related issue or concern (see the Spec-S5 Ombuds Policy for further details). Those discussions can be confidential in most instances, however there are legal and institutional reporting requirements if serious offenses are reported, so full confidentiality cannot be guaranteed.

This Code of Conduct shall not be construed as creating any employer-employee, joint venture, partnership, duty, trust, obligation to pay, or other relationship between Spec-S5, member institutions, grantors, funding institutions or agencies, home institutions, or members, including Spec-S5 Management and committees. Although Spec-S5 encourages all members to abide by this Code of Conduct, Spec-S5 remains a voluntary member body. Members and their affiliated institutions waive any and all claims, liabilities, or damages against Spec-S5, member institutions, grantors, funding institutions or agencies, home institutions, and Spec-S5 members involved in implementing the Code of Conduct arising from the enforcement of, or failure to enforce, this Code of Conduct.

Acknowledgement: This Spec-S5 Code of Conduct, the Statement of Expected Conduct at Meetings, and the Ombudsperson Description have been adapted from the DESI Code of Conduct, parts of which were adapted from the LSST DESC code of conduct, London Code of Conduct, itself derived from documents by Software Carpentry, PyCon, and Geek Feminism, all under Creative Commons licenses.