

The 19th Cambridge Workshop on Cool Stars, Stellar Systems, and the Sun

Code of Conduct

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Cool Stars 19 is dedicated to a harassment-free workshop experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion. We do not tolerate harassment of workshop participants in any form. Sexual language and imagery is not appropriate in any workshop venue, including talks, poster sessions, and organized social activities. Workshop participants violating these rules may be sanctioned or expelled from the workshop without refund at the discretion of the workshop organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior.

Enforcement Policy

Participants asked to stop any harassing behavior are expected to comply immediately.

Exhibitors in the exposition hall, sponsor or vendor booths, or similar activities are subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff, including volunteers, should not use sexualized clothing/uniforms/costumes or otherwise create a sexualized environment.

If a participant engages in harassing behavior, workshop organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the workshop without refund.

Workshop organizers may take action to redress anything designed to, or with clear impact of, disrupting the workshop or making the environment hostile for any participants.

We expect participants to follow these rules at all workshop venues and workshop-related social activities. We think participants should abide by these rules outside of workshop-sanctioned activities, as well.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Conference staff can be identified by workshop t-shirts and colored name badges. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

You can make a report either personally or anonymously.

Anonymous Report

You can file an anonymous report using this form: <http://goo.gl/forms/03OCO6CGMq>

While we cannot follow up an anonymous report with you directly, we will fully investigate the incident and take whatever action is necessary to prevent a recurrence.

Personal Report

You can make a personal report by:

- Calling or messaging this number: (TBA). This phone number will be continuously monitored for the duration of the event.

- Contacting a staff member identified by colored LOC badges and workshop t-shirts labeled STAFF or LOC.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel/venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

Contact Information

Email address for organizers: cs19@physics.uu.se – or – cs19.uppsala@gmail.com

Note: inboxes are private and accessible to only two organizing members.

Phone number for conference security or organizers:

UKK Security: TBA

LOC Representative: TBA

Phone number for hotel/venue security: TBA

Local law enforcement (from domestic phone): 112

Local law enforcement (from foreign phone): +46 77 114 14 00

Local sexual assault hot line: TBA

Local emergency and non-emergency medical (e.g., urgent care, day clinic): TBA

Local taxi company: TBA

License

This Code of Conduct was forked from the example policy provided by the [Geek Feminism wiki, created by the Ada Initiative and other volunteers](#), and licensed under a Creative Commons Zero license.

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