

THE SIMONS FOUNDATION, INC.  
(the “Foundation”)

CODE OF CONDUCT

The open exchange of ideas, the freedom of thought and expression and respectful scientific debate are central to the mission of the Simons Foundation and the Flatiron Institute. This requires a community that recognizes and respects the inherent worth of every person.

We are committed to providing an environment that is free from harassment, bullying, discrimination and retaliation. This includes offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity, religious (or nonreligious) affiliation, politics or any other personal characteristics.

We do not tolerate:

- Bullying, intimidation, personal attacks, harassment, vulgar exchanges;
- Repeated and/or sustained disruption of talks or other events;
- Behavior that interferes with another’s full participation;
- Sexual harassment, unwelcome sexual attention, stalking, harassing photographing or photographs or recording or recordings, inappropriate physical contact.

Those in violation of the code of conduct may be subject to disciplinary action ranging from dismissal from a meeting or event to permanent barring from the Flatiron Institute and the Simons Foundation, as determined on a case-by-case basis by our representatives or leadership.

Adherence to this code of conduct is expected of all staff, visitors, and conference participants. This code applies both to in-person behaviors and when using any communication channels, including social media. In addition, the code requires all staff, visitors, and participants to respect requests for confidentiality during scientific talks.

We believe our code of conduct is essential to the success of our mission. Mutual respect for one another will truly stimulate our best performance.