

***‘Effective self-management for early career researchers  
in the natural sciences’ project***  
**- Code of Conduct -**

The following rules concern all contributors for the *‘Effective self-management for early career researchers in the natural sciences’* project, including the members of the *‘Effective self-management for early career researchers in the natural sciences’* Google group.

- 1** Harassment is not tolerated in any form. It includes, but is not limited to:
  - a** Comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion
  - b** Sexual imagery or language in public discussions, as well as unwelcome sexual attention including flirting and propositioning
  - c** Swearing, sexist, racist, transphobic and other exclusionary jokes
- 2** All participants communicate their views using constructive and rational arguments. Claims based on anecdote or driven by emotions are not welcome. Also, gossiping and negativity are not welcome. We know that when talking about personal experience, it is easy to become personal or judgemental, but do your best to be diplomatic and factual.
- 3** An opinion from every participant is respected and considered during decision making and in any situation that involves a conflict of interest.
- 4** No collaboration and no projects supporting terrorism are permitted in any form. No projects despite human rights or society.
- 5** If another participant engages in behavior that makes another person feel unsafe or unwelcome, it should be reported in confidence to the address [ohbmtrainees@gmail.com](mailto:ohbmtrainees@gmail.com) In that case, the committee for the project, including

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with take a consensus decision upon how to proceed. If there is a severe break in CC, the committee can take a decision to either give a warning or exclude the participant from the project.