



## **PARTICIPANT CODE OF CONDUCT**

### **Workshops, Conferences, Field Projects, and Visitors to NSF NCAR and UCAR Buildings**

#### **Our Pledge**

UCAR and NCAR are committed to providing a safe, productive, and welcoming environment for all participants in any conference, workshop, field project, or event/activity hosted or managed by UCAR, no matter what role they play or their background. This includes respectful treatment of everyone regardless of gender, gender identity or expression, sexual orientation, disability, physical appearance, age, body size, race, religion, national origin, ethnicity, level of experience, political affiliation, veteran status, pregnancy, genetic information, as well as any other characteristic protected under state or federal law.

All participants (and guests) are required to abide by this Code of Conduct. This Code of Conduct applies to all UCAR related events, including those sponsored by organizations other than UCAR but held in conjunction with UCAR events, in any location throughout the world.

#### **Expected Behavior**

- All participants are treated with respect and consideration
- Be considerate, respectful, and collaborative
- Communicate openly with respect for others, critiquing ideas rather than individuals and gracefully accepting criticism
- Acknowledging the contributions of others
- Avoid personal attacks directed toward other participants
- Be mindful of your surroundings and of your fellow participants
- Alert UCAR staff and suppliers/vendors if you notice a dangerous situation or someone in distress
- Respect the rules and policies of the project and venue

#### **Unacceptable Behavior includes, but is not limited to:**

- Harassment, intimidation, or discrimination in any form
- Physical or verbal abuse by anyone to anyone
- Unwelcome sexual attention or advances
- Personal attacks directed at other guests, members, participants, etc.
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Alarming, intimidating, threatening, or hostile comments or conduct
- Inappropriate use of nudity and/or sexual images
- Threatening or stalking anyone, including a participant
- Other conduct which could reasonably be considered inappropriate in a professional setting

#### **Consequences**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- UCAR staff (or their designee) or security/local police may take action deemed necessary and appropriate, including immediate removal from the event, conference, workshop, field project, facility without warning or refund.

- UCAR reserves the right to prohibit attendance at a future event, conference, workshop or field project.
- Notification of an infraction to a Home Institution. In cases where there has been a potentially serious policy or code of conduct violation UCAR will notify the offender's home institution.

## Reporting Unacceptable Behavior

If you or someone you know is subject to unacceptable and/or unwelcome behavior, or have any other concerns, please contact the on-duty points of contact for this conference, workshop, field project as identified below and who will be on-site and available by email or phone.

- on-duty point of contact  
(name): Matt Fronzak  
(email: mfronzak@mitre.org; cell number: 770-710-2391)
- on-duty point of contact  
(name): Nathan Polderman  
(email: nathan.polderman@united.com; cell number: 630-743-9178)
- on-duty point of contact  
(name): \_\_\_\_\_  
(email: \_\_\_\_\_; cell number: \_\_\_\_\_)

**Please note that a report to the on-duty point of contact, who is not a UCAR manager or supervisor, is NOT considered filing an official report/complaint with UCAR.**

**Making a report to any UCAR manager or supervisor is considered an official report to UCAR regardless of whether the manager or supervisor is located on-site or off-site.**

If you wish to file a complaint or report with UCAR, please contact:

- The Chief Human Resources Officer ([chro@ucar.edu](mailto:chro@ucar.edu)) Renee Sneed who serves as UCAR's Section 504, Title VI, VII and IX Coordinator, located in the office of Human Resources, 3375 Mitchell Ln., Boulder, CO 80301 (303-497-8721);
- Employee Relations ([employeerelations@ucar.edu](mailto:employeerelations@ucar.edu)) in UCAR's Human Resources Department;
- Bob Wiley ([rwiley@ucar.edu](mailto:rwiley@ucar.edu); w: 303-497-8554) in UCAR's Health, Environment and Safety & Security Office.

Participants may also make an anonymous complaint through the [UCAR EthicsPoint Hotline](#) or by calling **844-678-2671**, toll-free within the United States, Guam, Puerto Rico and Canada. A translator will be made available if needed.

If you require a reasonable accommodation due to a disability or for assistance as an individual with Limited English Proficiency (LEP), please contact [Chief Human Resources Officer](#).

As an Equal Employment Opportunity Employer and recipient of federal funds, UCAR complies with Title VI, Title VII, and Title IX of the Civil Rights Act; the Rehabilitation Act of 1973, as amended, and the Age Discrimination in Employment Act of 1975, as amended. See UCAR's [Nondiscrimination Statement](#).