



## **CRESCENT Code of Conduct**

Cascadia Region Earthquake Science Center (CRESCENT) is committed to providing a safe, productive and inclusive environment for all center-related activities. CRESCENT seeks to foster open dialogue and exchange of scientific ideas, to promote full participation and belonging for all participants, and to create a scientific community free of discrimination and harassment. In this context, discrimination and harassment includes unwelcome, exclusionary behavior because of gender or gender identity, race, ethnicity, nationality, religion, sexual orientation, disability, marital status, veteran status, age, citizenship, language, political or other opinion, physical appearance, economic status, and/or other identities.

### **1. Meetings Code of Conduct**

This Meetings Code of Conduct applies to all CRESCENT meetings, short courses, workshops, which are defined broadly as any in-person or online CRESCENT-sponsored or -organized meetings or gatherings, wherever located. These include annual meetings, conferences, workshops, field trips, short courses, mentorships, business meetings involving elected and appointed volunteer leaders and committee members, and any other activities associated with CRESCENT-sponsored gatherings.

### **2. Applicability and Definitions**

This Meetings Code of Conduct applies to all “Participants” in CRESCENT Meetings.

“Participant” includes organizers, attendees, speakers, session chairs, individuals submitting abstracts, instructors, guests, volunteers, exhibitors, staff, service providers, and anyone else attending or facilitating a CRESCENT event.

### **3. Expected behavior**

- Show respect and consideration for others without dominating discussions.
- Listen to others. Make room for a diversity of voices in group discussions, on panels, and the like without pressuring those who choose not to speak.
- Be collegial and collaborative. Be mindful of your tone and the potential impact your position, experience, and/or privilege may have on others.
- Show that you value differing perspectives. Communicate openly and civilly – critique ideas, not people.
- Be inclusive and intentional about welcoming a diversity of individuals and their identities when networking, organizing panels, leading sessions, or inviting others to share ideas.
- Act professionally and responsibly if you choose to drink alcohol if it is made available at CRESCENT Meetings.
- Report concerns immediately so that CRESCENT can act quickly to address and resolve issues.
- Respect confidentiality of the identities of any individuals involved in a conduct concern while it is being reviewed and addressed.



- Comply with requests to stop behavior. If any leader or facilitator asks you to stop a behavior deemed unacceptable, immediately comply.
- Obey the rules and policies of the meeting venue, hotels, CRESCENT-contracted facility, or any other venue where your meeting badge and CRESCENT affiliation is likely to be displayed.
- Discussions at CRESCENT gatherings should be focused on the meeting topics at hand. All participants must be able and welcome to participate equitably and effectively in such discussions. It is not a violation of this Code of Conduct to express an opinion, raise research, or describe an experience that is at odds with the opinions of or is offensive to others, provided that such expressions are relevant to the topic at hand and are offered in a respectful, civil manner that does not interfere with others' reasonable ability to feel welcome and able to participate fully.

#### **4. Unacceptable behavior includes but is not limited to:**

- Harassment, intimidation, or discrimination in any form.
- Offensive comments, either verbally or through any other communication channel, related to gender, gender identity, sexual orientation, disability, physical appearance, medical condition, body size, race, marital status, religion, national origin or any other protected characteristic.
- Threats (implied or real) of physical, professional, or financial harm.
- Intentional, uninvited physical contact of any form.
- Behavior that is in violation of the established ethics policies of one's home institution, or of CRESCENT's sponsoring organizations, including the National Science Foundation and the University of Oregon and other CRESCENT-affiliated institutions.

#### **5. Consequences and Reporting**

Anyone requested to stop unacceptable behavior is expected to comply immediately. If you are the subject of unacceptable behavior or have witnessed any such behavior, please report it to the CRESCENT Director Diego Melgar, a member of the Executive Committee, a Working Group Leader, or a Committee Chair or the event convener(s). If you experience or witness behavior that constitutes an immediate or serious threat to public safety, or a crime, call 911 immediately. Take actions necessary to maintain your own personal safety first. Please report other incidents or suspected incidents to CRESCENT staff, leadership, or security.

CRESCENT staff (or their designee) or venue security may take actions deemed necessary and appropriate, including immediate removal from the meeting without warning. CRESCENT reserves the right to report the circumstances to the appropriate authorities, including but not limited to the police and/or the involved party's home institution(s) or professional societies.



Anyone not meeting expected, collaborative, respectful behavior can be immediately removed from the current online or physical meeting or other activity and may be banned from future CRESCENT meetings or other sanctions, depending on the specifics of the unwelcomed disruptive behavior.

Acknowledgement and agreement to abide by the CRESCENT Meetings and Events Code of Conduct is required at registration for any online or on-site event.