

## **CLASSY CODE OF CONDUCT**

The CLASSY PIs are committed to making participation in this team productive and enjoyable for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, nationality, or religion. We will not tolerate harassment of CLASSY team members in any form. All CLASSY team members are required to abide by the following Code of Conduct to help us achieve a safe and positive working environment for everyone. Please follow these guidelines:

1. Our collaboration seeks to encourage all CLASSY members to participate. We all do better when we all do better, both socially and scientifically.
2. Be kind to and respect others. Do not insult or put down other team members or anyone in the greater astronomy community.
3. Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race or religion.
4. All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery is not appropriate.
5. Participants asked to stop any inappropriate behavior are expected to comply immediately. Team members violating these rules or any reports of team members making other members uncomfortable in any way may be asked to suspend participation in CLASSY at the sole discretion of the PIs.
6. Any team member who wishes to report a violation of this policy is asked to contact the CLASSY PIs. Any such correspondence will remain confidential, unless additional reporting to institutions or authorities is required.