

SFB 1245 Code of Conduct (based on the JINA Code of Conduct with small updates)

The goals of the SFB 1245 are to advance and disseminate scientific knowledge; to inspire, educate, and train a new generation of scientists and STEM (MINT) workers; and to broaden participation to underrepresented groups. To achieve these goals, the SFB 1245 fosters an open, interdisciplinary, and inclusive environment that allows for exchange of new ideas and the creation of new collaborations among all participating scientists. The code of conduct is therefore not only a set of basic standards of behavior that reflect our shared values. It is also an essential part of the SFB 1245 that enables us to be successful and reach our goals. The code of conduct applies to all participants in the SFB 1245. It does not replace or supersede any local institutional codes of conduct, anti-discrimination policies, or anti-harassment policies. We welcome comments and suggestions to improve and evolve this document in the future.

As SFB 1245 members:

We behave professionally and respectfully.

We maintain a professional environment that encourages the free expression and exchange of scientific ideas and is characterized by an atmosphere of tolerance, equity, and mutual respect, regardless of race and other personal attributes, including but not limited to: (alphabetically) age, disability, ethnicity, gender, gender expression, gender identity, lactation, nationality, physical appearance, pregnancy, race, religion, sexual orientation, and status as a caregiver (including as a parent). Behaviors and language acceptable to one person may not be to another. We make every effort to ensure that words and actions communicate respect for others.

We foster a welcoming and inclusive work environment

We respect and value differences. We avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such. We welcome anti-racist efforts within the SFB 1245, we actively discourage discrimination, and we refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status, disability, or family situation.

We conduct research with professional integrity, honesty, and following ethical standards

We follow the DFG Guidelines for Safeguarding Good Research Practice: https://www.dfg.de/en/research_funding/principles_dfg_funding/good_scientific_practice/index.html. We actively foster an environment where new scientific ideas can be shared freely without fear of being taken advantage of. We ensure that we credit others for their contribution and declare conflicts of interest. For publications we acknowledge work of others, and offer co-authorship to all who have contributed significantly to the inception, design, execution, or interpretation of the research.

We do not tolerate harassment

We are committed to providing a safe, harassment-free and discrimination-free environment for everyone. We adopt the definitions of harassment by the American Astronomical Society (AAS) <https://aas.org/policies/anti-harassment-policy-aas-division-meetings-activities>. Harassment

includes offensive comments or denigrating jokes related to nationality, gender, sexual orientation, disability, physical appearance, body size, race, or religion; sexual images in public spaces; deliberate intimidation, stalking, following, harassing photography or recording; inappropriate physical contact; and unwelcome sexual attention.

All SFB 1245 personnel, members, and participants, including participants at any SFB 1245 events, are expected to comply with the applicable anti-harassment, anti-discrimination laws and policies in effect at their home institutions, and the institutions they are located at, including mandatory reporting requirements.

We do not tolerate bullying

Bullying in any form, including, but not limited to, physical bullying, verbal abuse, disparagement, intimidation, exclusion, spreading personal rumors, is not tolerated. Bullying is defined as unwelcome or unreasonable behavior that demeans, intimidates, humiliates, or sabotages people, either as individuals or as a group.

We help the SFB 1245 community to abide by this code of conduct

We encourage everybody to report violations of this policy to the appropriate principal investigator, or the SFB 1245 Spokesperson, Achim Schwenk, or Deputy Spokesperson, Norbert Pietralla. We will not tolerate any form of retaliation for reporting, speaking up, or intervening in response to code of conduct violations.

The SFB 1245 sanctions for participants found in violation of this code of conduct may range from warnings, over exclusion from SFB 1245 events, to expulsion from the SFB 1245. The SFB 1245 will fulfill all mandatory reporting requirements concerning sexual harassment.