

Code of Conduct for the LIGO Scientific Collaboration and the Virgo Collaboration

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The LIGO and Virgo Collaborations strive for workplaces free from discrimination and harassment. It is the policy of the Collaborations that all members will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Members will treat each other with respect and consideration to create a collegial, inclusive, and professional environment. Creating a supportive environment to enable scientific discourse is the responsibility of all members.

Members will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, or educational background. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, unwelcome photography, and stalking. Disruptive behavior includes instances of disrespect and lack of civility in interactions with colleagues. All members are expected at all times to deal with and address their fellow colleagues with respect and courtesy. This includes, but is not limited to, behavior in in-person meetings, virtual (remote) meetings and email communications.

Any professional relationship or action that may result in a conflict of interest in the context of the LVC must be fully disclosed. When objectivity and effectiveness cannot be maintained, the activity should be avoided or discontinued.

The LVC also shall not tolerate instances of scientific misconduct, which is characterized by any of fabrication, falsification, or plagiarism in proposing or performing research in the LVC. Fabrication means making up data or results and recording or reporting them. Falsification means manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record. Plagiarism means the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

Violations of this code of conduct policy should be reported as soon as possible to meeting organizers, working group chairs, or the LIGO or Virgo Leadership – whatever is most appropriate in the situation. Significant violations will lead to immediate responses; repeated marginal violations also will be addressed. Sanctions for violations of this Code of Conduct will be established following the grievance procedure of the aggrieved member's collaboration. The other collaboration will aid in carrying out the process as appropriate. Conflicts which cannot be resolved through collaboration procedures will be referred to the institution of the person(s) who may have violated the Code of Conduct. The appropriate collaboration may take action based on the institution's findings. Retaliation for complaints of inappropriate conduct will not be

tolerated. If a member observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

This Code of Conduct is the defining document for Virgo and the LSC. Each Collaboration may write a more detailed interpretation or provide additional measures, but all internal documents must be consistent with the Code of Conduct in this document.

References:

<https://www.aps.org/meetings/policies/code-conduct.cfm>

https://www.aps.org/policy/statements/91_8.cfm

https://www.allea.org/wp-content/uploads/2015/07/Code_Conduct_ResearchIntegrity.pdf

For US-funded research: <https://www.ornl.gov/content/research-integrity> says all US federally funded research is covered by a research misconduct policy issued by the White House Office of Science and Technology Policy; see

<https://www.nsf.gov/oig/regulations>. NSF's Research Misconduct regulation is found at 45 CFR 689. Research misconduct means fabrication, falsification, or plagiarism in proposing or performing research funded by NSF, reviewing research proposals submitted to NSF, or in reporting research results funded by NSF:

<https://www.nsf.gov/oig/pdf/cfr/45-CFR-689.pdf> says: “NSF will find research misconduct only after careful inquiry and investigation by an awardee institution, by another Federal agency, or by NSF.”