

# Code of Conduct

All symposium attendees and CXC staff are expected to treat others with courtesy and respect in an environment that is free from all forms of discrimination, harassment, and retaliation. We believe in equality of opportunity and treatment for all attendees, regardless of gender, gender identity or expression, race, color, body size, national or ethnic origin, religion or religious beliefs, age, marital status, sexual orientation, disabilities, veteran status, seniority, or any other reason. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of our meetings and our scientific exchanges.

## Social Media Policies

Symposium attendees are welcome to share on social media, including live-tweeting, unless requested otherwise by organizers or presenters.

## *Definitions of harassment, discrimination and retaliation*

These definitions are taken from the American Astronomical Society [Code of Ethics](#).

**Sexual harassment:** Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Behavior and language that are welcome/acceptable to one person may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others. This is especially important for those in positions of authority since individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behavior.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with work effectiveness. The following are examples of behavior that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; sexually explicit jokes; unnecessary touching.

**Other harassment:** Harassment on the basis of any other protected characteristic is also strictly prohibited. This conduct includes, but is not limited to the following: bullying, epithets, slurs, or negative stereotyping; threatening, intimidating, hostile or consistently rude acts; denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

**Discrimination:** Discrimination refers to bias or prejudice resulting in denial of opportunity, or unfair treatment regarding selection, promotion, or transfer. Discrimination is practiced commonly on the grounds of age, disability, ethnicity, origin, political belief, race, religion, sex, etc., factors which are irrelevant to a person's competence or suitability.

**Retaliation:** Retaliation refers to taking any action to negatively impact another based on their reporting an act of discrimination or harassment.

## *Reporting an Incident*

Please email [CXCEthics@cfa.harvard.edu](mailto:CXCEthics@cfa.harvard.edu).