

## **UCAR/NCAR Conference & Workshop Code of Conduct**

All attendees, speakers, sponsors and volunteers at UCAR/NCAR-run events are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

### **Need Help?**

If at any time you feel unsafe during a UCAR/NCAR event, or believe that this code of conduct is being violated, please contact the on-site conference staff for assistance. The on-duty point of contact for this meeting is Michelle McCambridge ([mmcamb@ucar.edu](mailto:mmcamb@ucar.edu); 303-497-8669). Michelle is partnering with Lameece Erwin in UCAR's Human Resources Department to respond to any issues that arise.

### **The Quick Version**

UCAR/NCAR is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, parties, Twitter and other online media. Conference participants violating these rules may be sanctioned or expelled from the conference *without a refund* at the discretion of the conference organizers.

### **The Less Quick Version**

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained

disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

Any sponsors at UCAR/NCAR events are also subject to the anti-harassment policy. In particular, sponsors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately. The on-duty point of contact for this meeting is Michelle McCambridge, who will be on-site during the workshop and can also be reached by email or phone ([mmcamb@ucar.edu](mailto:mmcamb@ucar.edu); 303-497-8669).

Conference staff will be happy to help participants contact UCAR's Human Resources department, contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

We expect participants to follow these rules at all UCAR/NCAR conference and workshop venues and conference-related social events.

*Adapted from: <http://2012.jsconf.us/#/about> & [The Ada Initiative](#)*

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