

Rubin LSST France Code of Conduct

Why is it so important ?

An organization's code of conduct is an official statement of values and practices within the organization. The code formalizes a set of principles of action and "minimum" standards: by publishing its code of conduct, the organization commits to observe these standards and to ensure that its potential partners also do so.

- For us to be affirmative of values and **help** promoting them
 - To **help** attract and foster young and diverse scientists in this long project
 - To **help** encourage discussion and frame mediation in our « base » French collaboration
- ➔ This is our (scattered...) workplace, our daily interactions are within this community, Rubin LSST France is the right place to act !

Principles

- Rubin LSST France, as science, is diverse, complex and rich
 - Inclusiveness and respect are key
- ➔ Protection of exchanges : the cornerstone of the scientific work
- ...Just advocate for an always better work environment

All members and prospective members must abide by the code of conduct. Participation in an event organized by the Rubin-LSST France collaboration implies tacit acceptance.

Rules

- Respect of others
- Prohibition of any form of harassment and discrimination
- People in a hierarchical position of authority must ensure a respectful working environment for the members of the scientific collaboration that they are responsible for, encourage collaboration and avoid unilateral decisions based solely on their authority.
- Respect of scientific ethics
- Retaliation or pressure against a person who files a complaint constitutes a violation of this code of conduct.
- Any malicious or intentionally harmful report constitutes a violation of this code of conduct.

Reporting and resources (1)

- In a meeting : contact persons (here : David Maurin & Cécile Roucelle)
Contact persons are experienced members of the collaboration who are present throughout the meeting and may be members of the EDIM committee. They are required to have a good understanding of this code of conduct and their authority to act in accordance with it.
- Any time : EDIM committee : ending its 2yrs term...

- Mediation is 1st in the conflict management

Mediation aims to propose a framework conducive to exchanges and to call for the responsibility of each person in order to achieve the resolution of a conflict in a serene and rapid manner. It is based on neutral listening and understanding of each party, without taking a position or making a judgement regarding the conflict. This includes providing advice and support to those who seek it.

- If a formal complaint goes beyond and requires to go beyond mediation, an instruction group (3 pers min) will be formed and in charge to pursue + report to the board who will act upon the group's recommendations and the information available

Reporting and resources (2)

- Not sure ? Want some advice or just to discuss ? A concern that impairs our DESC environment ?
 - ➔ DESC ombuds ! Cécile Roucelle & Ian Dell'antonio
 - *Confidential*
 - *Informal*
 - Impartial
 - Independent

The code of conduct is here to help individuals and our ever changing community to grow stronger



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