

DESI Collaboration Code of Conduct

v2.0, approved by Institutional Board, March 26, 2021

The Dark Energy Spectroscopic Instrument Collaboration (hereinafter called the DESI Collaboration) is a large collaboration with members from diverse backgrounds. We strive for an inclusive and respectful environment for DESI Collaboration members independent of their background, age, and stage or path of career. DESI Collaboration members should pay particular attention to interactions in which there is a disparity in seniority such as with students and postdoctoral researchers.

Discrimination

Members of the DESI Collaboration should treat each other with equity and respect, regardless of personal attributes including but not limited to: race, color, religion, sex, sexual orientation, gender, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability, medical condition, genetic information, or military service, or, within the limits imposed by law because of age or citizenship or for other arbitrary or personal reasons.

Harassment

The DESI Collaboration does not tolerate verbal, non-verbal, or physical harassment of any kind. This applies to all professional contexts, not simply those affecting DESI members.

Behaviors and language acceptable to one person may not be to another. Members must make every effort to ensure that words and actions communicate respect for others.

Sexual harassment is not tolerated in the DESI Collaboration, including, but not limited to, unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, nonverbal or physical conduct of a sexual nature.

Bullying in any form, including physical bullying, verbal abuse, disparagement, intimidation, exclusion, or spreading personal rumors, is not tolerated in the DESI Collaboration.

Scientific Misconduct

Members of the DESI Collaboration must perform research in a well--documented and ethically sound manner. Fabrication or falsification of data or results, plagiarism, violations of the DESI Publication Policy, taking credit for others' work, or any other scientific misconduct will not be tolerated.

DESI Meetings

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45 When DESI members come together in person for meetings, the Code of Conduct does not
46 change, but considerations related to in-person behavior and communications become more
47 relevant. All attendees at DESI-sponsored meetings where there is registration must agree to
48 the Statement of Expected Conduct at DESI Meetings at registration.

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50 These in--person meetings will have two Meeting Contact Persons to support compliance with
51 the Code of Conduct. They will be available to meeting attendees who are experiencing
52 conflicts or disputes as part of the DESI meeting activities, including at meals and social events.
53 Meeting Contact Persons shall have the authority to take actions intended to defuse a harmful
54 situation resulting from behavior at the meeting, up to and including requiring an attendee to
55 leave the meeting. They will report their actions directly to the DESI Spokespersons.

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57 The DESI Spokespersons will select the Meeting Contact Persons and inform the DESI
58 Collaboration Institutional Board prior to the meeting. The Meeting Contact Persons will be
59 members of DESI who will be present for the duration of the Meeting. They will have a strong
60 understanding of DESI policies and their authority to act as Meeting Contact Persons under
61 these policies.

62 63 Adherence

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65 All DESI members, including Participants, their sponsored members, and other associated staff,
66 are expected to abide by this Code of Conduct, and prospective members must agree to the
67 terms of the Code of Conduct as a condition of acceptance into the Collaboration. DESI is a
68 voluntary collaboration between scientists. DESI Participants are granted membership
69 privileges at the discretion of the DESI Institutional Board (with the advice of the DESI
70 membership committee), and such privileges may be revoked by the DESI Collaboration, using
71 processes described in the DESI By-Laws (see sections 1.8 and 14.10), for grounds including,
72 but not limited to violations of this Code of Conduct. In addition, the DESI Collaboration
73 reserves the right to remove a member from DESI based on sanction or censure by the
74 member's department, institution, or professional society for activity that constitutes a violation
75 of the DESI Code of Conduct. Past sanctions or censure by a department, institution, or
76 professional society for activity that constitutes a violation of the DESI Code of Conduct can be
77 considered by the Institutional Board in judging new applications for DESI membership.

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79 Any member of DESI with a concern about a violation of the Code of Conduct for DESI--related
80 work may raise this concern to the DESI Spokespersons, Institutional Board chair, or Director.
81 They may also contact one of the DESI Ombudspersons for consultation. The Ombudspersons
82 and Spokespersons are available to aid with informal conflict resolution and mediation.

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84 Individuals interested in pursuing formal complaints are encouraged to address complaints to
85 the relevant employment institution(s). DESI management is available to help connect members
86 to relevant officers at these institutions, including to seek strategies for short-term relief to inter-
87 personal conflicts.

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89 Retaliation toward a member who pursues any of these options, or toward anyone assisting
90 either in the Ombuds process or in the investigation of a concern or complaint, is a violation of
91 this Code.

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93 In no circumstance does the DESI Code of Conduct supplant laws or institutional policies or
94 requirements to which members of DESI or home institutions are subject, including reporting
95 requirements of an individual or entity. It is understood that DESI members may report
96 allegations of violations to home institutions, government agencies, or local authorities for
97 investigation pursuant to applicable laws, regulations, and policies. The DESI Ombuds are
98 available for consultation about any DESI-related issue or concern (see the DESI Ombuds
99 Policy for further details). Those discussions can be confidential in most instances, however
100 there are legal and institutional reporting requirements if serious offenses are reported, so full
101 confidentiality cannot be guaranteed.

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103 This Code of Conduct shall not be construed as creating any employer--employee, joint venture,
104 partnership, duty, trust, obligation to pay, or other relationship between DESI, member
105 institutions, grantors, funding institutions or agencies, home institutions, or members, including
106 DESI Management and committees. Although DESI encourages all members to abide by this
107 Code of Conduct, DESI remains a voluntary member body. Members and their affiliated
108 institutions waive any and all claims, liabilities, or damages against DESI, member institutions,
109 grantors, funding institutions or agencies, home institutions, and DESI members involved in
110 implementing the Code of Conduct arising from the enforcement of, or failure to enforce, this
111 Code of Conduct.

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114 Acknowledgement: This DESI Code of Conduct, the Statement of Expected Conduct at
115 Meetings, and the Ombudsperson Description have been adapted from the LSST DESC Code
116 of Conduct, parts of which were adapted from the London Code of Conduct, itself derived from
117 documents by Software Carpentry, PyCon, and Geek Feminism, all under Creative Commons
118 licenses.

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