

## Statement of Expected Conduct at DESI Meetings

The Dark Energy Spectroscopic Instrument (DESI) Collaboration and the local organizers are committed to conducting meetings that are productive and enjoyable for everyone. DESI will not tolerate harassment of meeting attendees in any form, as stated in its Code of Conduct, and the Collaboration has adopted this Statement of Expected Conduct to which all meeting attendees must agree.

While attending this DESI meeting, including at meals and social events, you agree to:

- Behave professionally. Harassment and exclusionary or offensive comments or jokes related to personal attributes are not appropriate.
- Communicate appropriately. Aim for a professional audience including people of many different backgrounds. Sexual language and imagery is not acceptable.
- Unacceptable behavior includes, but is not limited to, sustained disruption of talks or other events, unwelcome physical contact, sexual attention or innuendo, intimidation, and stalking. Belligerent, insulting, disparaging, or confrontational behavior is not appropriate.

All meeting attendees are empowered to request that inappropriate behavior be stopped. Attendees asked to stop behavior inconsistent with this Statement are expected to comply immediately.

Photography, audio/visual recording, and web streaming of DESI meeting sessions is permitted to the extent that it furthers the scientific communication of the Collaboration. Speakers may request to opt out of such recording. Unless otherwise noted, DESI meeting sessions are private to the Collaboration, and recordings thereof must remain within the Collaboration.

Photography or recording of individuals in other contexts requires consent of the subject(s). In the case of an official meeting photographer, whose presence will be announced, this consent is presumed unless an individual explicitly informs the meeting organizers to opt to decline.

Two people [*replace with the actual names for the meeting*] have been designated as Meeting Contact Persons for this meeting. They are available to meeting participants who are experiencing conflicts or disputes as part of the DESI meeting activities, including at meals and social events. The Meeting Contact Persons will work together with meeting attendees who consult them to identify options for managing and resolving disputes and conflicts. This includes providing advice and support and taking action as needed to defuse a harmful situation resulting from behavior at the meeting, up to and including requiring an attendee to leave the meeting.