

Draft of update 12/27/23

## **MSF REU CODE OF ETHICS AND PROFESSIONAL CONDUCT**

### Introductory statement

The Code of Ethics and Professional Conduct was prepared by the Organizing Committee and is applicable to all participants and attendees of all events organized as part of the REU. New mentors and participants will be presented with this document at the time of registration and will need to indicate their agreement as a part of the membership process.

1. The REU committee is committed to the inclusion and recognition of all community members regardless of sex, gender, race, nationality (citizenship), ethnic or national origins, age, disability, marriage and civil partnership, pregnancy and maternity, religion or belief, sexual orientation, culture, socioeconomic status, or physical appearance.
2. The REU committee is committed to the prevention of any kind of discrimination based on any of the protected characteristics stated in point 1.
3. The REU committee is committed to respecting the rights of people with disabilities and making the utmost effort to provide reasonable accommodations to them in all activities organized as part of the REU.
4. The REU committee will make a conscious effort to enroll members of diverse backgrounds as mentors, participants, and presenters.
5. The ISB will receive and address any concerns and complaints of discrimination or harassment based on any of the protected characteristics stated in point 1.

### Expected behavior at events organized as part of the REU

All mentors, participants, attendees, speakers, and organizers and anyone communicating on our communication channels (including but not limited to our mailing list) are expected to abide by this Code of Conduct. The aim is to ensure that the collaborative and community ethos of the activities and communications is followed and that no individual or group feels harassed or uncomfortable in participating in the events and activities.

Stated below is the expected behavior of all community members at REU activities and in communications.

1. Respectful behavior towards all attendees. We will not tolerate abuse, harassment or intimidation of any person, whether verbal, physical, or written (including on social media, by email, Slack, Twitter or other means of communication).

This includes, but is not limited to:

Offensive or unwanted comments on any protected characteristic, or any other personal attribute, Unjustified use of sexual images, Sustained interruption of speakers or of those asking questions, Unwanted photography or filming, Violence, threats of violence or violent language aimed at another individual, Bullying, Inappropriate physical contact or invasion of personal space, Unwelcome sexual attention, including inappropriate verbal and physical attention Inappropriate or disparaging remarks, Encouraging any of the above behavior.

2. Be aware that certain language and images can offend groups and cultures different from your own. If you have any doubt about whether specific content in your presentations or comments could be misinterpreted, we recommend consulting the organizers.

#### Consequences of unacceptable behavior

Any person behaving inappropriately will be requested to stop, and is expected to comply immediately. Depending on the severity of the violation, the REU Organizing Committee may exclude the individual from participating in any future REU events and/or posting on our various communication channels.

#### Reporting an issue

If you are affected by the inappropriate behavior of another person(s) or concerned that another individual may be affected, or are affected by online abuse, please speak to one of the REU organizers. All reports will be treated in confidence, taken seriously and acted upon promptly in the necessary manner. In your report please include:

Names (real, nicknames, or pseudonyms) of any individuals involved. If there are additional witnesses, please include them as well. Your account of what occurred, and if you believe the incident is ongoing. If there is a publicly available record, please include a link. Any additional information that may be helpful.

If you file a report, our REU organizing team will contact you personally, review the incident, follow up with any additional questions, and make a decision as to how to respond. We will respect confidentiality to requests for the purpose of protecting victims of abuse. You will be kept informed of any course of action taken.

The REU organizing committee reserves the right to update the Code of Ethics and Professional Conduct if and when new circumstances arise.

The following resources were used as a source of inspiration for this document. Thank you to all the authors.

1. ISB Code of Conduct/ International Society of Biocuration
2. [https://coursesandconferences.wellcomegenomecampus.org/wp-content/uploads/2018/08/WGC-Conferences-and-Courses-Terms\\_and\\_Conditions\\_incl.\\_Code\\_of\\_Conduct\\_Nov\\_2016-v.Aug18.pdf](https://coursesandconferences.wellcomegenomecampus.org/wp-content/uploads/2018/08/WGC-Conferences-and-Courses-Terms_and_Conditions_incl._Code_of_Conduct_Nov_2016-v.Aug18.pdf)
3. <https://www.acas.org.uk/index.aspx?articleid=1363>
4. <https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>
5. <https://2018.pyconuk.org/code-conduct/>