

# Technology Developments to Advance Antarctic Research: A Workshop

## Workshop Conduct\*

We are committed to fostering a professional, respectful, inclusive environment where all participants can participate fully in an atmosphere that is free of harassment and discrimination based on any identity-based factors.

### DO

- **Show respect and consideration** for all people, and do not dominate discussions;
- **Listen to others.** Make room for a diversity of voices in group discussions, on panels, and the like without pressuring those who choose not to speak;
- **Be collegial and collaborative.** Be mindful of your tone and the potential impact your position, experience, and/or privilege may have on others;
- **Show that you value differing perspectives.** Communicate openly and civilly – critique ideas, not people;
- **Be inclusive** and intentional about welcoming a diversity of individuals and their identities when leading sessions, or inviting others to share ideas;
- **Act professionally and responsibly**
- **Report concerns immediately** so that we can act quickly to address and resolve issues (see below for details on how to report concerns);
- **Respect confidentiality** of the identities of any individuals involved in a conduct concern while it is being reviewed and addressed;
- **Comply with requests to stop behavior.** If any NASEM staff, workshop committee member, or other person in a facilitation or leadership role asks you to stop a behavior deemed unacceptable, please immediately and respectfully comply.

### DO NOT

- **Intentionally talk over or interrupt others;**
- **Engage in conduct or make comments that are biased, demeaning, intimidating, coercive, or harassing/hostile,** whether seriously or in jest (examples include derogatory, exclusionary behaviors or comments toward others based on gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin or any identity-based factors);
- **Engage in personal attacks or bullying;**
- **Comment on personal appearance,** seriously or in jest, unless you know such comments are welcome;
- **Display nudity and/or sexual images** in public spaces or presentations;
- **Disrupt or engage in violence or abuse, threats of violence, harm, or threats of harm of any kind.** Do not create/contribute to a safety threat or unsafe or exclusionary situation.
- **Drink or use other legal intoxicants** to the extent that your ability to act professionally is compromised;
- **Take or distribute pictures or recordings without approval.**
- **Retaliate against or disadvantage anyone for reporting a concern or cooperating in an investigation.** Do not make bad faith accusations.

## How to report misconduct

If you experience or witness behavior that appears to violate this Code of Conduct, please notify us immediately so we can take appropriate steps to address your concerns. Feel free to use any of the following options:

- Contact NASEM event staff: Kyle Aldridge, [kaldridge@nas.edu](mailto:kaldridge@nas.edu)
- Contact NASEM Office of Human Resources, [hrrservicecenter@nas.edu](mailto:hrrservicecenter@nas.edu)

*\*This code of conduct was adapted from the Geological Society of America's Events Code of Conduct, found here: <https://www.geosociety.org/GSA/Events/EventConductCode/GSA/Events/Conduct.aspx>*