

South Pole Telescope Collaboration

Code of Conduct

November 21, 2019

The South Pole Telescope (SPT) Collaboration is composed of scientists from over 20 universities and national laboratories. The SPT Collaboration's scientific success is driven by collaborative research that is best achieved when all team members' actions are consistent with a core set of shared values. These values help to promote a friendly, safe, and ethical research environment and include:

- **Scientific integrity**, upholding the highest professional and ethical standards in all conduct;
- **Respect** for all team members and intolerance of any discrimination or harassment;
- The recognition of the need for **open communication** and **civility**;
- The promotion of **diversity and inclusivity**.

As the SPT Collaboration includes a significant number of early career scientists (both students and postdoctoral researchers), it is also our aim to foster a productive educational environment that will promote the careers of these junior members.

Discrimination: Members of the SPT Collaboration should treat each other with equity and respect, regardless of personal attributes including but not limited to: (alphabetically) age, disability, ethnicity, gender, gender expression, gender identity, lactation, nationality, physical appearance, political affiliation, pregnancy, race, religion, sexual orientation, and status as a caregiver (including as a parent).

Harassment: The SPT Collaboration does not tolerate verbal, non-verbal or physical harassment of any kind. 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. In particular, sexual harassment is not tolerated in the SPT collaboration, including but not limited to inappropriate verbal and physical conduct, unwelcome sexual advances, and requests for sexual favors.

Bullying: Bullying in any form, including but not limited to physical bullying, verbal abuse, disparagement, intimidation, exclusion, spreading personal rumors, is not tolerated in the SPT Collaboration.

Scientific Misconduct: Members of the SPT Collaboration must perform research in a well-documented and ethically sound manner. Falsification of data or results, plagiarism, taking credit for others' work or any other scientific misconduct will not be tolerated.

To address violations of this code of conduct, the SPT Collaboration has appointed two Ombudspersons who are responsible for receiving reports of misconduct, or potential misconduct, providing confidential advice on possible corrective courses of action, and making recommendations to the SPT Director and/or Management Team, as appropriate.

The language in the definition of these expectations is drawn from the "LSST DESC Code of Conduct" which is licensed for reuse under Creative Commons CC0 1.0 <https://creativecommons.org/publicdomain/zero/1.0/>