

EPRV RCN Code of Conduct

[Last Revised September 2023]

The Extreme Precision Radial Velocity Research Coordination Network (EPRV RCN) is dedicated to providing a welcoming and supportive environment for all people, regardless of background or identity. We do not tolerate discrimination, harassment or bullying based on characteristics that include, but are not limited to, gender identity and expression, sexual orientation, disability, physical appearance, body size, citizenship, nationality, ethnic or social origin, pregnancy, familial status, veteran status, genetic information, religion or belief (or lack thereof), membership of a national minority, age, education, socio-economic status, and experience level.

Please follow these guidelines:

- Behave professionally. Harassment, bullying and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment and bullying include sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race or religion.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery are not appropriate.
- Be kind to others. Do not insult or put down other attendees. Critique ideas, not people.
- Be respectful of the intellectual property of others.
- If members wish to share photos or contents of un-published research talks and/or presentations belonging to other members, they must first get permission from the author.

This Code of Conduct applies to all EPRV RCN discussions or collaborations on any platform, either online or in-person. Anyone who wishes to report a violation of our values or guidelines is asked to contact a [member of the EPRV RCN Steering Committee](#) for review and investigation by the Committee.

Communications will be held in confidence where possible.

The Committee will normally give accused individuals an opportunity to respond to allegations.

If an EPRV RCN member is judged to have violated this code of conduct, the EPRV RCN Steering Committee may remove their access to EPRV RCN resources and exclude them from EPRV RCN activities, such as meetings, research projects, and/or publications of the RCN.

Some of the ideas incorporated into this Code of Conduct were inspired by [Software Carpentry](#), which derived its own Code of Conduct from original Creative Commons documents by [PyCon](#) and the [Django Project](#).