

## HEFTY COMMUNITY AGREEMENT

This document sets forth conduct expectations for members of the HEFTY Collaboration, in the following referred to as HEFTY. All HEFTY members agree to comply with this Community Agreement in its current form or as it may be amended in the future.

HEFTY members respect and value diversity and are committed to maintaining a welcoming, inclusive, and equitable collaborative environment in all aspects. HEFTY members will adhere to the following principles:

- Members perform all professional responsibilities with the highest sense of integrity and maintain objectivity and refrain from conflicts of interest in discharging their responsibilities.
- Members will perform high quality work in all their professional responsibilities to the best of their ability.
- Members treat others with dignity and respect and will refrain from harassment and discrimination and will not engage in behavior that is threatening, intolerant, abusive or violent.
- Members will uphold the highest standards of truthfulness and honesty in all their scientific and professional endeavors.
- Members evaluate the work of colleagues fairly and with courtesy and respect.
- Members recognize the contributors of colleagues to science and do not claim undeserved credit for the accomplishments of others.
- Members encourage and promote a climate where multiple scientific and professional perspectives may be freely expressed.

If a HEFTY member observes behavior inconsistent with this Code and you feel it is safe to intervene and feel comfortable doing so, you might intervene by pointing out, respectfully, the conduct that is concerning and should stop. Safe bystander intervention can sometimes successfully bring problematic behavior to an end.

Whether or not bystander intervention occurs, HEFTY management strongly encourages anyone who suspects or knows of conduct in violation of this Code to come forward at the earliest possible time rather than wait until a problem becomes overwhelming, extreme, severe, or pervasive. Misconduct should end, even if the conduct is not in violation of any law.

Violations of this code should be reported to the HEFTY leadership for investigation. Retaliation against any individual making a report in good faith is prohibited.

HEFTY affiliation requires acknowledgement of and compliance with this Code of Conduct. Consequences for its violation may include but are not limited to removal of an individual from participation in HEFTY events and up to removal from the collaboration. Any course of action decided upon is final.