



PARTICIPANT CODE OF CONDUCT

CICOES Research Experience for Undergraduates

Our Pledge

The University of Washington is committed to providing a safe, productive, and welcoming environment for all participants in any program hosted or managed by the Cooperative Institute for Climate, Ocean, and Ecosystem Studies (CICOES), no matter what role they play or their background. This includes respectful treatment of everyone regardless of gender, gender identity or expression, sexual orientation, disability, physical appearance, age, body size, race, religion, national origin, ethnicity, level of experience, political affiliation, veteran status, pregnancy, genetic information, as well as any other characteristic protected under state or federal law.

All participants (and guests) are required to abide by this Code of Conduct.

Expected Behavior

- Treat others with respect, valuing a diversity of views and opinions
- Be considerate and collaborative
- Communicate openly with respect for others, critiquing ideas rather than individuals and gracefully accepting criticism
- Acknowledge the contributions of others
- Avoid personal attacks
- Be mindful of your surroundings and of your fellow participants
- Alert CICOES staff if you notice a dangerous situation or someone in distress
- Respect the rules and policies of your assigned workplace

Unacceptable Behavior includes, but is not limited to:

- Harassment, intimidation, or discrimination in any form
- Physical or verbal abuse, including repeated use of pronouns other than those requested
- Unwelcome sexual attention or advances
- Personal attacks
- Publishing others' private information without explicit permission
- Alarming, intimidating, threatening, or hostile comments or conduct
- Threatening or stalking anyone
- Inappropriate use of sexual language, nudity, or sexual imagery in any venue, including online workshops, meetings, or gatherings, social media, and other online platforms
- Other conduct which could reasonably be considered inappropriate in a professional setting

Consequences

- Anyone requested to stop unacceptable behavior must comply immediately
- CICOES reserves the right to prohibit further participation in the program
- In cases of serious violations, CICOES may notify local law enforcement and the offender's home institution

Reporting

If you or someone you know is subject to unacceptable and/or unwelcome behavior, please alert CICOES staff. In the event of an emergency, please call 911 immediately.

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- Muyin Wang: muyin@uw.edu, 206-526-4532
- Carol Pérez: perezcar@uw.edu, 206-543-5216

Participants may also make an anonymous complaint through the University of Washington SafeCampus at <https://www.washington.edu/safecampus>.