

DELVE Code of Conduct

Version 1.0

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Principles

The DECam Local Volume Exploration (DELVE) Collaboration welcomes and respects all DELVE members, regardless of race, ethnic origin, religious beliefs, gender, gender identity, sexual orientation, disability, age, socio-economic status, or cultural background. The success of DELVE, its participants, and members relies on vigorous scientific and technical discourse. It is the responsibility of members of the DELVE Collaboration to ensure that such discourse is conducted in a professional atmosphere in which all participants are treated with courtesy and respect. Interactions among DELVE participants occur in many different contexts, including Collaboration meetings, telecons, Slack messages, email exchanges, and in-person exchanges. This Code of Conduct states the Collaboration's expectation of respect and appropriate behavior in all of these interactions and outlines courses of action when this expectation is violated.

The DELVE Collaboration will not tolerate harassment, bullying, or persistent unwelcome behavior of one individual or group against another. DELVE accepts and applies the definition of harassment adopted by the International Astronomical Union. Invitations to DELVE workshops, telecons, Slack workspaces, and email lists are a privilege extended by the collaboration. These invitations are not a right of collaboration membership, and any member engaging in unprofessional behaviour places their invitation at risk.

DELVE communications (in person and virtual meetings, Slack messages, e-mail exchanges) are intended to provide an environment that encourages the free expression and exchange of scientific ideas. The Collaboration has a strong interest in nurturing the careers of junior scientists and protecting their stature and scientific freedom within the Collaboration.

Reporting Concerns about Violations

An individual who wishes to raise a concern about inappropriate behavior or violation of this Code of Conduct can do so by contacting any member of the [DELVE Management team](#) or the DELVE ombudsperson, either individually or collectively. Concerns will be treated confidentially unless/until the person raising them agrees to have them communicated further or unless the person contacted is required to report a misconduct allegation by institutional rules or

by law.¹ Issues arising under this Code of Conduct will be treated with discretion to the extent practical, but if the complainant wishes to pursue a consideration of formal remedial actions this will necessarily involve some information sharing with relevant members of the collaboration management.

All requests for formal investigation will be acknowledged within seven days, and complainants will be informed of who is the contact point for their case (if different from the person they contacted) so that they can inquire about the status of their complaint.

This code of conduct has been adapted from the SDSS code of conduct.

¹ For certain types of misconduct, most of the management team are likely to be mandatory reporters at their institutions.