

FRIB Theory Alliance Code of Conduct (adapted from DOE-SC)

The FRIB Theory Alliance is committed to fostering a safe and welcoming environment that values mutual respect and personal integrity. Members of the Theory Alliance, while participating in professional activities, are expected to behave in an ethical, professional, and respectful manner. We are committed to working with our partners to promote safe and welcoming environments for those affiliated with the alliance.

FRIB-TA does not tolerate [harassment of any kind](#), including sexual harassment, bullying, intimidation, violence, threats of violence, retaliation, or other disruptive behavior. Discrimination in any guise (verbal, written or physical) based on an individual's race, color, sex, religion, disability, etc. is not acceptable. When such behavior is brought to the attention of the FRIB-TA, it will be investigated by the FRIB Human Resources department. If claims are verified, the harasser will face consequences up to and including removal from the FRIB-TA membership, at which point the harasser will not be granted permission to attend FRIB-TA events. To file a complaint please contact FRIB HR representative Teresa Vicary (vicary@frib.msu.edu) and/or the FRIB-TA Managing Director Scott Bogner (bogner@frib.msu.edu).

Definitions:

Discrimination is defined as prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, gender, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment. Other types of harassment include any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, gender, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws, that creates an intimidating, hostile, or offensive environment.

Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.

