

CLaSH Activities Code of Conduct

The Center for Land Surface Hazards community takes pride in the depth and breadth of its collaboration, bringing together senior experts, early career researchers and students from all backgrounds and disciplines to improve our understanding of all aspects of land surface hazards. We recognize that diversity in our community is critical to the robustness of our science. Collaboration across organizations affords us the opportunity to learn from each other, develop novel approaches, and advance our mission to promote innovation in hazards research and education. The Center's working groups, workshops, field activities, and meetings enable our community to collaborate over sustained periods, building strong interpersonal networks that promote intellectual exchange and mutual support. The Clash Activities Code of Conduct (Code) outlines specific expectations for participants at all Clash-supported events. Clash is committed to providing a safe, productive, and welcoming environment for all meeting participants, including, but not limited to, attendees, presenters, Clash staff, service providers, and accompanying guests. This Code applies to all Clash events where the community gathers for the purposes of advancing Clash goals, including online meetings, field trips and social events, held at the event venue or off-site.

By accepting an invitation to participate in a CLASH-supported event, by email or online registration, participants agree to abide by the CLASH Activities Code of Conduct.

Expected Behavior

Acknowledging that the most valuable exchange of information sometimes occurs outside of formal meeting events, all participants are expected to maintain the following behaviors during all official and unofficial/social activities:

- Treat all participants, attendees, staff, and guests with respect and consideration at all times.
- Be collaborative, recognizing the value of a diversity of experiences, views, and opinions.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Be mindful of your surroundings and of your fellow participants. Alert Clash staff and/or leadership if you notice a dangerous situation or someone in distress.
- Follow the policies of the meeting venue, hotel, Clash contracted facility, or any other location where your Clash affiliation is likely to be displayed.

Unacceptable Behavior

Unacceptable behavior includes but is not limited to:

- Harassment, intimidation, or discrimination in any form.
- Offensive comments, either verbally or through any other communication channel, related to gender, gender identity, sexual orientation, disability, physical appearance, medical condition, body size, race, marital status, religion, national origin or any other protected characteristic.
- Threats (implied or real) of physical, professional or financial harm.
- Intentional, uninvited physical contact of any form.
- Behavior that is in violation of the established ethics policies of one's home institution, or of Clash's sponsoring organizations, including the National Science Foundation, the US Geological Survey and the University of Michigan.

Consequences and Reporting

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- If you are the subject of unacceptable behavior or have witnessed any such behavior, please report it to the Clash lead-PI Marin Clark, or to Clash co-PIs Josh Roering, Josh West, Brian Yanites or Dimitrios Zekkos, or the event convener(s).
- If you experience or witness behavior that constitutes an immediate or serious threat to public safety, or a crime, call 911 immediately. Take actions necessary to maintain your own personal safety first.
- Clash staff (or their designee) or venue security may take actions deemed necessary and appropriate, including immediate removal from the meeting without warning. Clash reserves the right to report the circumstances to the appropriate authorities, including but not limited to the police and/or the involved party's home institution(s).