



## **Center for Ocean Leadership & National Ocean Sciences Bowl Event Participant Code of Conduct & Anti-Harassment Policy**

*The National Ocean Sciences Bowl (NOSB) is a program of the Center for Ocean Leadership (COL) at the University Corporation for Atmospheric Research (UCAR).*

### **Policy on Harassment**

As a community organization, the Center for Ocean Leadership (COL) regularly organizes and hosts events, including meetings, workshops, conferences, trainings, and educational events, with members from multiple sectors within the ocean science, technology, and education community and its stakeholders. COL is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, physical appearance, race, nationality, age, religion, or any other protected category. COL will not tolerate unlawful harassment or behavior that creates an intimidating, hostile, or offensive environment at any of the events it organizes or co-organizes in any location throughout the world. All event participants are required to abide by this Code of Conduct, which is adapted from the [UCAR Participant Code of Conduct](#) and the American Geophysical Union, and complies with the National Science Foundation.

Sexual harassment is a specific kind of unlawful harassment and includes sexual advances, requests for sexual favors, unwelcome or offensive touching, and other verbal, visual or physical conduct of a sexual nature that has the purpose or effect of creating a hostile work environment. Harassment can include, but is not limited to, comments, cartoons, "jokes," e-mail messages, computer images, physical conduct (including gestures), horseplay, stereotyping, and unwelcome touching.

### **Expected Behavior of Event Participants:**

- Treat others with respect and consideration; value a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other participants.
- Be mindful of your surroundings and of your fellow participants.
- Alert COL staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the event, as well as of the contracted hotel, facility, or venue.

### **Unacceptable Behavior includes, but is not limited to:**

- Harassment, intimidation, or discrimination in any form.

- Physical or verbal abuse by anyone to anyone (including but not limited to a participant, speaker, guest, staff member, volunteer, sponsor, etc.), including repeated use of pronouns other than those requested.
- Unwelcome sexual attention or advances.
- Personal attacks directed at other participants, speakers, guests, members, staff, etc.
- Publishing others' personal information, such as a physical or electronic address, without explicit permission.
- Alarming, intimidating, threatening, or hostile comments or conduct.
- Inappropriate use of nudity and/or sexual images in public spaces or in presentations.
- Threatening or stalking anyone, including a participant.
- Other conduct which could reasonably be considered inappropriate in a professional setting.

### **Consequences:**

- Anyone requested to stop unacceptable behavior is expected to comply immediately, regardless of whether the request comes from the target of the behavior, a bystander/witness, a member of the COL staff, or another person in charge of the meeting.
- COL staff (or their designee) or security/local police may take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund (to include travel reimbursement).
- COL reserves the right to prohibit attendance at any future event.
- Notification of an infraction to the offender's home institution.

### **Reporting Unacceptable Behavior:**

If you see someone behaving disrespectfully, you are encouraged to respectfully discourage them from such behavior. Expect that others in the community wish to help keep the community respectful and welcome your input in doing so.

If you experience or witness disrespectful behavior and are uncomfortable or unable to respond or resolve it respectfully (for any reason), please immediately bring it to the attention of a Regional Bowl Coordinator, a COL staff member, or another meeting chairperson/leader. Notification should be done by contacting the Regional Bowl Coordinator on site or by emailing your concern to a COL staff member. Please note that a report to the on-duty point of contact, who is not a COL manager or supervisor, is NOT considered filing an official report / complaint with UCAR. Making a report to any COL manager or supervisor is considered an official report to UCAR regardless of whether the manager or supervisor is located on-site or off-site. Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact 911 and locate a house phone and ask for security.

### **Regional Bowl Coordinator responsible for hosting NOSB events locally:**

Varies by location. Visit [nosb.org](http://nosb.org) to view the map of Regional Bowls and contacts.

### **COL staff member responsible for NOSB events nationally:**

Melissa Brodeur (NOSB Program Manager), [mbrodeur@ucar.edu](mailto:mbrodeur@ucar.edu)

### **Other COL reporting points of contact:**

Sonya Legg (COL Director), [slegg@ucar.edu](mailto:slegg@ucar.edu)