

# MicroBooNE Code of Conduct: Statement of Principles and Values

MicroBooNE Collaboration

July 25, 2019

Version 1.0.2

The MicroBooNE Collaboration is committed to fostering an environment in which both science and scientists flourish. We recognize that producing the best science is possible only when we maintain a collaborative, professional, respectful, and inclusive work environment that recognizes the value inherent in the diversity of our members, and that realizes the full potential of our members. This document affirms the principles and values that form the foundation of our conduct and interactions in achieving these goals, and that underlies the success of the Collaboration. Creating a supportive and inclusive work environment that enables productive scientific collaboration is the responsibility of all participants.<sup>1</sup>

## 1 Collaboration values and principles

As a collaboration, we adopt and uphold the following values and principles:

- We are committed to fostering an open and supportive community, based around trust, communication, and mutual goodwill by sharing credit for ideas, empowering everyone to contribute their best, and lifting each other in their careers.
- We are committed to upholding a spirit of respect for all people, and striving to act in a manner that is inclusive and free from discrimination and bias, whether conscious or unconscious, unintentional or not.
- We are committed to creating a collaborative environment in which all scientists feel empowered to participate, and that is free of inappropriate or offensive language or behavior, whether unintended or not.
- We are committed to respecting the full spectrum of views held by our members. We believe that each person’s opinions and contributions have value, and that every person should be treated with civility.

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<sup>1</sup>The content of this document draws heavily on the “Dark Energy Survey Statement on Collaboration Culture, Ethics, Inclusivity, and Diversity” [1], and the “DESC Code of Conduct” within the “LSST Dark Energy Science Collaboration Professional Conduct Policies” document. [2].

- We are committed to respecting the health and boundaries of ourselves and our colleagues. This includes supporting a work-life balance that will not lead to mental or physical harm.
- We are committed to honesty, integrity, and the highest professional and ethical standards of conduct in our research, management, and communications.
- We embrace the principles in the Fermilab Statement of Community Standards [3], the Draft American Physical Society Statement on Ethics regarding the Treatment of Colleagues and Subordinates [4], and the American Astronomical Society Code of Ethics [5].
- While everyone is responsible for understanding and following these values and principles, we believe it is largely the responsibility of senior researchers to lead by example and actively support and uphold these values.

## 2 Scope

The MicroBooNE Collaboration consists of a diverse group of people from various cultural and scientific backgrounds who have voluntarily come together to carry out the mission of the experiment. This policy applies to all members of the Collaboration; sets expectations for professional conduct between members, by members when representing MicroBooNE at any event or meeting, and by anyone participating in a meeting organized by the MicroBooNE collaboration; and covers all forms of communication, be they digital or in person, in any context.

In no circumstance does this Code of Conduct supplant laws or institutional policies or requirements to which collaboration members or their home institutions are subject, including reporting requirements these individuals or entities may have.

## References

- [1] “Dark Energy Survey Statement on Collaboration Culture, Ethics, Inclusivity, and Diversity”: <https://www.darkenergysurvey.org/wp-content/uploads/2015/04/DES-inclusivity-policy.pdf>.
- [2] “Dark Energy Science Collaboration Professional Conduct Policies”: [http://lsstdesc.org/sites/default/files/LSST\\_DESC\\_Professional\\_Conduct.pdf](http://lsstdesc.org/sites/default/files/LSST_DESC_Professional_Conduct.pdf)
- [3] The Fermilab Statement of Community Standards: <http://directoriate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=174>
- [4] The Draft American Physical Society Statement on Ethics, section III, “Treatment of Colleagues and Subordinates”: <https://www.aps.org/policy/statements/ethics.cfm>
- [5] The American Astronomical Society Code of Ethics: <https://aas.org/ethics>