

## Fermi Summer School Code of Conduct

At the Fermi Summer School, we expect everyone involved to contribute to an inclusive environment that supports learning and values the differences in backgrounds and experiences that each participant brings.

It is the policy of the Fermi Summer School that all participants (students, instructors and staff) will conduct themselves in a professional manner that is welcoming to all and free from any form of discrimination, harassment, or retaliation. Participants will treat each other and local event support staff with respect and consideration to create a collegial, inclusive, and professional environment. Creating a supportive environment to enable scientific discourse is the responsibility of all participants and benefits everyone.

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, and educational background. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Violations of this code of conduct policy should be reported to the meeting organizers. Sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.