

# **GAPS CODE OF CONDUCT**

## **13<sup>th</sup> March 2024**

The GAPS Consortium is a large collaboration, composed of people who can have different backgrounds, identities and cultures. Providing a welcoming and supportive environment for all people creates opportunities for participation and innovation and contributes to a productive, ambitious and successful workforce. The GAPS Consortium is therefore adopting the following Code of Conduct to support these important principles.

### **Inclusion and respect**

All GAPS members should treat everyone encountered in their professional life with respect, listen to diverse opinions, and treat such opinions with civility. They should be alert to behaviors that would act to exclude or ignore other members in work-related activities.

### **Discrimination**

GAPS members should promote equality of opportunity and treatment for all their colleagues, regardless of (alphabetically) age, citizenship, disability, ethnicity, experience level, gender identity and expression, marital status, physical appearance, political affiliation, pregnancy, race, religion or belief (or lack of thereof), sexual orientation, socio-economic status, and status as a caregiver (including as a parent).

### **Harassment**

The GAPS Consortium does not tolerate verbal, nonverbal, physical, or sexual harassment or bullying of any kind. Unwelcome attention, threatening or abusive language, insulting, hurtful, or disrespectful comments, are strictly and firmly banned. GAPS members must make every effort to ensure that words and actions communicate respect for others. In addition, members shall not recklessly or maliciously harm, or attempt to harm, directly or indirectly, the reputation and career prospects of others.

This Code of Conduct applies to all GAPS Collaboration discussions, meetings or events on any platform, either online or in-person. Anyone who wishes to report a violation of our values or guidelines is asked to contact either the Chair of the Board or the Chair of the Science Team, or any other member of the Board if neither seems appropriate. Communications will be held in confidence (where possible).