

**Code of Conduct**  
**nEXO Collaboration**  
**February 4, 2020**

It is the policy of the nEXO Collaboration that all collaborators conduct themselves in a professional manner that is welcoming to all colleagues and free from any form of discrimination, harassment, or retaliation. Collaborators shall treat each other with respect and consideration to create a collegial, inclusive, and professional environment. Creating a supportive environment that best fosters individual scientific initiative as well as scientific collaboration and thus enables scientific progress is the responsibility of all collaborators.

The nEXO experiment is a challenging and exciting opportunity that will require the best efforts of everyone involved. To this end, it is expected that all collaborators should carefully consider their behavior towards other collaborators and the effects it might have on them. Unacceptable behavior includes but is not limited to intimidation, harassing behavior, statements that denigrate others based on personal characteristics or beliefs, sexual or crude jokes and comments, and unwelcome physical contact. A collaborator asked to stop unacceptable behavior is expected to comply.

If you perceive yourself to have been the subject of unacceptable behavior during the course of nEXO Collaboration activities, you should consider doing some or all of the following:

- If possible, and if you feel comfortable, inform the collaborator that their behavior is not acceptable. Explain what is bothering you, identify the behavior as unwelcome, and state that you want that behavior to stop. You are not required or expected to confront any person prior to reporting an incident.
- If you want to initiate a formal complaint, you can inform the nEXO ombudspersons or any member of the nEXO Institutional Board. The ombudspersons will generate anonymized incident reports forwarded to the nEXO collaboration spokesperson and the Institutional Board.
- Inform the Human Resources Department, Ombudsperson, or equivalent entity at your home institution.
- If appropriate, consider reporting the incident to the fair employment agency in your jurisdiction or to the appropriate law enforcement agencies.

If a collaborator observes inappropriate comments or actions and personal intervention seems appropriate, they should consider intervening. All collaborators play a role in building a culture of respect and should not hesitate to bring any concerns related to this code of conduct to the attention of the nEXO spokesperson or the Institutional Board.

This code of conduct neither replaces nor supersedes any institutional policies governing professional conduct or harassment.