

Code of Conduct for BCTP

The statements below represent the common values and expected conduct of BCTP members.¹

1. **Respectful Communication:** We communicate with respect, professionalism, and consideration for others' perspectives. We handle disagreements constructively, with a focus on resolving issues collaboratively and maintaining positive relationships. During seminars or other scientific discussions, questions and scholarly debate are encouraged. We welcome every member's contributions and are mindful of hearing each other out.
2. **Inclusive Environment:**² We do not engage in conduct or speech likely or intended to target others based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, religious beliefs, ability status, or educational background. We remain mindful that biases can inadvertently shape our interactions and we work to minimize their impact. We do not tolerate disruptive or harassing behavior of any kind. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, inappropriate photography, and stalking.
3. **Collaborative Spirit:** Collaboration is essential for the success of the research group. We strive to work together, share resources, and aid colleagues when needed. Recognizing and appreciating the contributions of others is key to fostering a supportive team dynamic and we acknowledge the contributions of our collaborators when presenting and discussing our work.
4. **Conflict Resolution:**³ When conflicts or disagreements arise, we address them openly and respectfully. This may involve seeking mediation or assistance from group leaders to facilitate resolution and maintain a positive working environment.
5. **Confidentiality and Trust:** We uphold the confidentiality of sensitive information shared within the group, including unpublished work, research plans, and personal discussions. We see trust within the BCTP as essential for effective collaboration, which should be always preserved.
6. **Professionalism:** We conduct ourselves professionally in all interactions, both within the group and with external collaborators or stakeholders.

¹ We refer also to the [Physics Department Community Principles](#).

² More information can be found through [LBNL FAIR](#) and [UC Berkeley OPHD](#).

³ For additional options see the Physics Department's **Reporting Intolerance** paragraph of the [E&I](#) website, and [UC Berkeley's Ombuds Office](#).