

Event Horizon Telescope – Code of Conduct



The success of the Event Horizon Telescope (EHT) project relies on a truly collaborative, team-oriented approach. Maintaining a strong and healthy collaboration requires open, respectful communication and a shared commitment to behaviour and expectations that include scientific honesty, ethical conduct, civility, equality and inclusiveness, and diversity. We acknowledge that there is an intrinsic relationship between diversity and excellence, recognizing that an inclusive environment creates opportunities for participation and innovation that benefit the collaboration as a whole, where all opinions are welcome. The EHT Board, Science Council and Management Team are unanimous in their endorsement of the following expectations of professional conduct and inter-personal behaviour by all EHT Collaboration members. Principally, members agree:

- To create a positive collaborative environment by behaving with honesty, integrity, and the highest professional and ethical standards of conduct in our research, management, administration, communications, and inter-personal interactions.
- To treat all people in our collaboration respectfully, with professional courtesy, and to provide a harassment- and bullying-free environment regardless* of sexual orientation, gender and gender identity, disability, physical appearance, genetic heritage or national origin, age, career status, relationship status and religion.
- On no occasion to use threatening behaviour, sexual language and imagery, cultural denigrations, sexist, racist, or otherwise exclusionary jokes and comments.

Each person in the collaboration will sign this code of conduct.** Signatories must abide by the expected behaviour points above, and will not remain silent when one sees violations thereof. Any collaboration member who experiences behaviour contrary to the expectations cited above should direct their concerns, in confidence, to any one of the collaboration Ombudspersons who will follow the procedures laid out in the complementary Ombudspersons policy document, with the utmost attempt to maintain anonymity of the Complainant where possible. Failure to follow this code can lead to administrative actions within the collaboration including but not limited to reprimand, removal from leadership positions, expulsion from the collaboration, and notification of host institution.

* This list **is not** comprehensive and **is intended** to be illustrative of the types of discrimination that have been previously documented in other large professional institutions, collaborations and consortia.

** This code of conduct policy **is not intended** to supersede EHT institutional regulations and bylaws, nor appropriate national or international law. Notice to an Ombudsperson about a problem, or follow-up resolution mediation, does not constitute legal notice to the institution(s) of the scientist(s) involved about the existence of a problem.