

UK REU CODE OF CONDUCT

It is the policy of the REU program in Physics and Astronomy at the University of Kentucky that all participants, including mentees, faculty mentors, staff, and all other stakeholders will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment throughout the program. Creating a supportive environment to enable scientific research and learning is the responsibility of all participants, on and off campus.

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, educational background, or any other characteristic protected by law. 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 program organizers, who will report cases to the Department Chair, University Title IX Office, or Campus Police, depending on the offense. 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.

(Adapted from the American Physical Society [professional code of conduct at meetings](#))