

Maunakea Spectroscopic Explorer Code of Conduct¹

The Maunakea Spectroscopic Explorer (MSE) collaboration is committed to fostering a positive, supportive, and inclusive environment. The MSE collaboration decries harassment, bullying, and discrimination of any kind².

Members of MSE's Project Office and of the Science and Engineering teams shall treat each other with dignity regardless of sex, gender identity, race, religion, ethnicity, nationality, sexual orientation, age, career stage, caregiver status, disability, or cultural background. The MSE collaboration prohibits any form of harassment in MSE-related activities, including MSE-related science and engineering development work as well as conferences and other meetings.

The MSE collaboration expects all MSE partners to follow these guidelines:

1. Be professional. The MSE Collaboration does not tolerate harassment, which includes sustained disruption of talks or other events, deliberate intimidation, stalking, surreptitious photography or recording, and unwanted physical contact, sexual attention, or innuendo. Harassment also includes derogatory comments or "jokes" related to age, gender identity, sexual orientation, disability, physical appearance, race, nationality, religion, or other personal characteristics.
2. Be mindful. Ensure that all communication is considerate of MSE's diverse audiences and avoids sexist, racist, or otherwise discriminatory language and imagery.
3. Be respectful. Refrain from insulting or disparaging other members of the collaboration. Critique ideas not people.

The MSE collaboration requires all participants to adhere to the MSE Code of Conduct. Consequences for violating the code may include expulsion from the collaboration.

Violations of the MSE Code of Conduct can be reported to the MSE ombudsperson or any member of the MSE Management Group. Concerns will be treated confidentially unless the person contacted is required to report a misconduct allegation by institutional rules or by law. Confidentiality cannot be guaranteed if the complainant wishes to pursue formal remedial actions, as this will necessitate sharing information with relevant members of the collaboration.

¹ Approved June 2022

² The MSE collaboration adopts the IAU definition of harassment:
<https://www.iau.org/news/announcements/detail/ann16007/>