The Code of Conduct of the AstroStat School for CUNY, New York 2026

Disclaimer: this code of conduct is meant to complement the existing documents that are in effect for the AstroCOM, Master's, and PhD programs. In case of conflict, these other documents take precedence.

Please behave professionally and be kind to others. The organizers are committed to making this meeting productive and enjoyable for everyone, regardless of their traits, and expect all participants to do the same. All forms of harassment will not be tolerated, and will result in actions on behalf of the organizers. Please report violations of the code of conduct immediately, following the instructions on reporting. See sections below for more details.

Traits

- Nationality or ethnicity (e.g., race, country of origin, citizenship, alienage, ancestry).
- Gender (sex, gender identity/expression, sexual orientation/preference).
- Physical condition or appearance (e.g., color, body size, age, pregnancy, medical condition, physical/cognitive disability).
- Personal beliefs (religion, political affiliation, philosophical beliefs).
- Socioeconomic status (e.g., employment, economic status, current or former participation in the uniformed services).
- Personal life (e.g., partnership or marital status, lifestyle).

Forms of harassment

- Words, signs, jokes, pranks, epithets, slurs, or negative stereotyping directed at the expense of individuals or groups based on their traits.
- Unwelcome and uninvited attention or contact.
- Intimidation, inappropriate physical contact, threatening, violence, stalking, shaming, or bullying.
- Display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.
- Real or implied threats of physical harm or professional/financial damage.
- Photography or recording of an individual without consent.
- Sustained disruption of talks or other events.

Actions

Depending on its nature, a violation of the code of conduct (see below) will result in one of the following actions:

1. Warning: The offender will be asked to cease the harassing behavior.
2. Expulsion: The offender will be prohibited from attending the current and subsequent meetings, without any refund or issuance of a certificate of attendance.

The decision to issue a warning or expulsion will be based on: (i) the severity of the offense, (ii) any requests made by the reporting party, (iii) potential future impacts on the meeting and

future editions of the School, (iv) whether the action was deliberate or unintentional, and (v) the response from the offender. In the event of a warning, any subsequent reports or failure to comply will result in immediate expulsion.

Reporting

To report any violation of the code by any participant (including students, teachers, teaching assistants, or organizers), please send an e-mail in confidence to the designated ethics representatives, **Ally Sheffield** (asheffield@lagcc.cuny.edu) or **Saavik Ford** (sford@amnh.org). The identities of the involved parties will not be disclosed to the organizers of the school until an action is decided. We strongly encourage reporting any offense towards other participants (i.e., bystander intervention), regardless of whether the victim has already reported the offense or plans to do so. This helps protect marginalized parties and ensures more comprehensive reporting of incidents. Bystanders should not seek permission or risk disclosing their intervention to the victim, as it may make the victim feel targeted.

Acknowledgements

This code of conduct is based on the “London Code of Conduct“, as originally designed for the conference “Accurate Astrophysics. Correct Cosmology”, held in London in July 2015. The London Code of Conduct was adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry, which itself derives from original Creative Commons documents by PyCon and Geek Feminism. It is released under a CC-Zero license for reuse. To help track people’s improvements and best practice, please retain this acknowledgement, and log your re-use or modification of this policy at https://github.com/apontzen/london_cc. Improvements and additions to the code of conduct were inspired by the article: Foxx, A. J., Barak, R. S., Lichtenberger, T. M., Richardson, L. K., Rodgers, A. J., & Webb Williams, E. (2019). Evaluating the prevalence and quality of conference codes of conduct. Proceedings of the National Academy of Sciences of the United States of America, 116(30), 14931–14936 (https://doi.org/10.1073/pnas.1819409116).