Rosetta Commons Code of Conduct

This Code of Conduct was rewritten by the JEDI committee in early 2024 and approved by that committee on 3/1/2024. It is currently a provisional document until final board approval later in 2024. [This code was developed based on recommendations provided in Aurora & Gardner 2019.](#)

Purpose

The goal of a Code of Conduct is to protect members of a community from harm in that community's spaces. Rosetta Commons members and institutions participating in the Rosetta Commons are committed to providing an environment that encourages the free expression and exchange of scientific ideas. As a global, professional community, Rosetta Commons is committed to [equal opportunity](#) and respectful treatment for all, regardless of national or ethnic origin, religion or religious belief, gender, gender identity or expression, race, color, age, marital status, sexual orientation, disabilities, or veteran status.

This Code of Conduct applies to all spaces (physical and virtual) managed by Rosetta Commons. This includes, but is not limited to, community meetings, workshops, communication channels, issue trackers, and any other forums created by the community for community purposes. Violations of this Code of Conduct outside of these spaces may affect a person's ability to participate within them.

Unacceptable behaviors

Unacceptable behaviors include but are not limited to:

Communications & intellectual conduct

- Inappropriate or misuse of Rosetta Communication Channels: such as sending offensive or harassing messages via email, Slack, Github or on other communication channels, inappropriate social media posts related to the organization, etc.
- Publishing others' private information: This includes sharing personal physical or electronic addresses, without explicit permission.
- Stealing ideas or engaging in intellectual property theft, including copying or using another community member's work without proper attribution or consent and sharing research data or other information made available to participants on a limited basis beyond the scope of what the sharing party explicitly permitted.
- Scientific bullying - unethical or inappropriate behaviors within the scientific community that aim to suppress, intimidate, or undermine the work, ideas, or career of other researchers or scientists, or the Rosetta Commons as a whole. It involves using power, influence, or status to discredit, marginalize, or obstruct the progress of individuals or groups within the scientific field.

Disruptive and disrespectful behavior

- Disrespectful Behavior: sustained disruption (such as repeated disruption of community events, including talks and presentations) or heckling, trolling, insulting, derogatory comments, and personal or political attacks.

Discrimination

- Discrimination: unfair, unjust or prejudicial treatment of people based on identities and backgrounds, including sex/gender identity, sexual orientation, pregnancy, race, nationality, religion, age, and disability.

Harassment and bullying

- Harassment of any kind, this includes: behavior that unreasonably denies, adversely limits, or interferes with a person's participation in or benefit from the education, employment or other programs or activities of the Rosetta Commons, and creates an environment that could be perceived as intimidating or offensive. Harassment includes offensive verbal comments related to gender, sexual orientation, race, religion, disability, as well as inappropriate use of sexual images, deliberate intimidation, stalking, or following.
- Bullying, which includes any form of repeated, aggressive, and intentional behavior that intimidates, offends, degrades, or humiliates another individual, whether physically, verbally, or digitally.

Sexual harassment and sexual assault

- Sexual harassment is a form of gender discrimination and it consists of behavior/conduct that negatively impacts someone's experience in the Rosetta community. Sexual harassment is a violation of the law.
- Sexual assault is an act in which a person intentionally touches another person without their consent or coerces them to engage in a sexual act against their will. It is a criminal offense that encompasses a range of behaviors, including but not limited to, rape, attempted rape, and other forms of non-consensual sexual contact.
- Inappropriate conduct including but not limited to non-consensual sexual or romantic advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.
- Inappropriate non-consensual contact: Including physical contact or unsolicited attention, whether of a sexual nature or not.

Violence

- Violence, threats of violence, or violent language directed against another person.

Consequences for Code of Conduct violations

Consequences may include but are not limited to:

- Warning: Community members will typically be warned for a first offense.
- Temporary Ban: A temporary ban from community spaces for continued unacceptable behavior.
- Permanent Ban: In cases of serious violations, and/or repeated significant violations permanent expulsion from the community spaces, to include in-person events, Slack, and all Rosetta community spaces, conferences, and programs.
- Legal Consequences outside the scope of Rosetta Commons' jurisdiction: In some cases, violations of a code of conduct might also have legal implications, leading to civil or criminal penalties, especially if the violation involves illegal activities.

To report a violation of the Code of Conduct

- Contact one of the Code of Conduct of Committee members via a secure communication channel/modality (i.e. verbal, email, slack, any form managed by the Rosetta Commons)
- The Code of Conduct committee will follow up with you to obtain a detailed account of the violation. If applicable, we welcome submission of any available documentation such as screenshots, emails, photos, video, etc. that provides context.
- Any reports will be carefully managed to protect personal identifiable information and ensure that people feel safe to report any suspected violations of the Code of Conduct.

Code of Conduct Committee

The interim Code of Conduct committee includes:
- Ashley Vater, awvater@ucdavis.edu
- Stephanie Crilly, scrilly23@gmail.com
- Firas Khatib, fkhatib@umass.edu
- Julia Koehler Leman, Julia.koehler.leman@gmail.com
- Camille Mathis, cmathis@jhu.edu
- Joanna Macnar, jmmacnar@gmail.com
- Jeff Gray, jgray@jhu.edu

Representatives of the Code of Conduct committee will be communicated on the Rosetta event websites and will be introduced at the beginning of any in-person or online events.

Anyone on the Code of Conduct reporting committee who is directly involved in an incident will recuse themselves from any and all handling of the case.

Incident reporters are also welcome to speak to a representative at their institution's Title IX office. The Code of Conduct committee is happy to help identify the correct reporting contact.