**BLEACH Code of Conduct**

The US National Science Foundation (NSF) states that “NSF does not tolerate sexual harassment, or any kind of harassment, withing the agency, at grantee organizations, field sites, or anywhere NSF-funded science and education are conducted”. The NSF requires that awardee organizations establish and maintain clear an unambiguous standards of behavior to ensure harassment-free workplaces wherever science is conducted. <https://www.nsf.gov/pubs/issuances/in144.jsp>

All BLEACH participants are expected to abide by the BLEACH code of conduct and report all instances of harassment to the BLEACH leads identified below.

**BLEACH Code of Conduct:**

Expected behavior:

* Use language that reflects respect and consideration for a diversity of views and opinions, irrespective of seniority, influence, or background.
* Be considerate and collaborative
* Critique ideas rather than individuals
* Gracefully accept constructive criticism
* Alert someone if you or others have concerns

Unacceptable behaviour:

* Written or verbal comments which have the effect of excluding people on the bases of membership of any specific group
* Harassment, intimidation, or discrimination in any form
* Physical or verbal abuse by anyone to anyone
* Examples of unacceptable behavior include, but are not limited to, derogatory verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, threatening or stalking anyone
* Incitement to violence, suicide, or self-harm
* Publication of private communication without consent