

# Dust Devils 2024: Debris Disks in the Sonoran Desert

## CODE OF CONDUCT

We, at University of Arizona, are committed to creating a work environment that is safe, professional and of mutual trust where diversity and inclusion are valued, and where everyone is entitled to be treated with courtesy and respect. UA organizers commit to making conferences, workshops, and all associated activities productive and enjoyable for everyone. We will not tolerate harassment of participants in any form.

Please follow these guidelines:

1. Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to individual characteristics, for example: age, gender, sexual orientation, disability, physical appearance, race, nationality or religion.
2. All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual or sexist language and imagery is not appropriate.
3. Be respectful and do not insult or put down other attendees or facilitators of the event. Critique ideas not people.
4. Should a participant witness events of bullying, harassment or aggression, we recommend that they approach the affected person to show support and check how they are. The witness may also wish to suggest that the person report the inappropriate behavior. However, it is up to the affected person alone whether or not they wish to report it.
5. If participants wish to share photos of a speaker on social media, we strongly recommend that they first get the speaker's permission. Participants may also share the contents of talks/slides via social media unless speakers have asked that specific details/slides not be shared.
6. The members of the Local Organizing Committee (red badges) are designated as the contact points for all matters related to this code. Participants can report any violation of these guidelines to these designates in confidence. If asked to stop inappropriate behavior participants are expected to comply immediately and, in serious cases, may be asked to leave the event without a refund. We will not tolerate retaliation against anyone reporting violations of this code of conduct.
7. We inform the participants that this workshop is in compliance with NASA Policy Statement on Anti-discrimination in NASA Conducted or Funded Program, Activities, and Institutions. As such, any participant targeted by inappropriate behavior is entitled to file a complaint to the relevant entities (Uof A Title IX office, NASA). The chair of the LOC (Virginie Faramaz) will be responsible for assisting them in the process.

*We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.*

**Thank you for helping to make this workshop welcoming for all.**