

Code of Conduct for the Hubbard Brook Ecosystem Study

February 24, 2022

The Hubbard Brook Ecosystem Study (HBES), a Long-Term Ecological Research project hosted by the USDA Forest Service, is devoted to the advancement and practice of inclusive, safe and collaborative science, training and public outreach. The community is composed of people from a variety of institutions, disciplines and backgrounds who conduct research, and provide education and communication programs.

The HBES strives to provide a safe, productive and welcoming environment for all participants, including researchers, staff, students, meeting attendees, speakers, volunteers, contractors and guests who are expected to abide by this Code of Conduct. This Code of Conduct applies in all venues, online and in-person, including ancillary events and social gatherings, associated with HBES. This Code of Conduct is intended for everyone who works at and visits Hubbard Brook.

As a community we adhere to the following principles:

- **We treat others fairly, with kindness and respect.** We are committed to creating a community free of harassment, intimidation, physical/emotional abuse, or discriminatory actions that compromise safety, peace of mind, dignity, or the ability to participate, contribute, and learn. Verbal harassment includes comments, epithets, slurs, threats, and negative stereotyping that are offensive, hostile, disrespectful, or unwelcome. Non-verbal harassment including actions or the distribution, display, or discussion of any written or graphic material that ridicules, insults, belittles, or shows hostility, aversion, or disrespect toward a group or individual. The use of sexual and/or discriminatory language or images in public spaces or in presentations is also considered harassment. Examples of unacceptable behavior include—but are not limited to:
 - Unwelcome or offensive verbal comments related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion
 - Unwelcome sexual attention or advances
 - Retaliation and false-reporting of incidents in bad faith
- **We foster a safe environment for the open exchange of ideas.** Our community promotes the sharing of ideas and data (published and unpublished). During meetings and conferences, we treat all participants, attendees, staff, partners and vendors with kindness, respect and consideration, valuing a diversity of views and opinions (including those you may not share). We communicate openly and with respect for other participants, critiquing ideas rather than individuals. We refrain from demeaning, discriminatory, or harassing behavior and language, whether in person, in print, or online. Use of unpublished data or ideas should be authorized in advance by the author to ensure appropriate attribution.
- **The forest is a part of our community.** The HBES is centered around a beautiful northern

forest ecosystem. We expect people working in or visiting the forest to treat it well and to understand the negative effects of vandalism, pollution, fires, and other irresponsible behavior that could harm the forest. When driving to and on the Hubbard Brook Forest Rd., we drive slowly and with care and respect for wildlife, pets, people, cars and property. We seek to limit our impacts to the forest by using established trails and cleaning up upon completion of studies. We respect others' research (e.g., by avoiding unnecessary access to flagged research plots). We practice leave-no-trace principles in avoiding creation of herd paths or other activities that promote erosion, and by removing trash, litter, and properly disposing of human waste.

- **We assess personal risk and comfort.** We promote physically and emotionally safe work practices. Alert the appropriate supervisors if you do not feel comfortable performing a task. Be cognizant of and sensitive to barriers and challenges (e.g., physical disabilities, changes in mental health) that limit your participation or the participation of others.
- **We report concerning behavior (don't be a bystander).** If you experience or witness misconduct, please report it. There are multiple avenues for you to do this (see below) and we encourage you to choose the one that feels appropriate and safe.

Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately or may be asked to refrain from participating in future activities at Hubbard Brook.
- Depending on the nature of the unacceptable behavior, violations of this code of conduct may be reported to law enforcement agencies, the institutions that employ the violator, the organizations that manage the facilities at Hubbard Brook, or to the Scientific Coordinating Committee of the HBES.

Reporting Unacceptable Behavior

The HBES is made up of many different organizations. If talking with an immediate supervisor is not a good option for you, there are other avenues for voicing your concerns:

- Anyone experiencing or witnessing behavior that constitutes a crime or is an immediate or serious threat to individual or public safety at Hubbard Brook should contact local law enforcement by calling 911.
- Home institution harassment/anti-discrimination policies, chains of command and supervisor contacts for HBES leaders can be found [HERE](#).
- **For issues in or at Hubbard Brook Research Foundation Programs or Facilities**, contact Anthea Lavallee, alavallee@hubbardbrookfoundation.org or use the [Hubbard Brook Research Foundation Facilities Anonymous Complaints Form](#). Violations of this code of conduct can result in restricted use of HBRF facilities, and HBRF is authorized to evict renters for dangerous or disruptive behavior at any time.
- *Link to complaints procedure; in development (1/20/2022)*

A Living Document

As a living document, the Code of Conduct will be reviewed annually by the Diversity, Equity,

Inclusion, & Anti-Racism (DEI&A-R) committee and the Scientific Coordinating Committee (SCC) by March. Minor changes to the Code of Conduct will be approved by the combined vote of the SCC and the DEI&A-R committees by April, so that any revisions are in place prior to the field season. Major changes in the Code of Conduct will be voted on by the Hubbard Brook community.