



LISA Consortium Code of Conduct

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Contents

Statement	4
Definitions	4
Scope of Policy	5
Consortium Resources to Address Violations	5

Statement

The LISA Consortium requires any community or core member to know and follow this Code of Conduct which defines ethical behavior of members. We therefore require all members to read this document and agree to it as part of the membership application.

The LISA Consortium fosters a fully inclusive, safe, and stimulating working environment, therefore we condemn any form of harassment, bullying, discrimination, and retaliation.

Every member of the LISA Consortium commits to engage in constructive professional and social relationships both within the Consortium and with the community at large by (i) striving to behave with honesty, integrity, and the highest professional and ethical standards of conduct; (ii) respecting all members' views and contributions to create a collaborative environment in which all members feel comfortable and free of inappropriate or offensive language or behaviour (such as sexual language and imagery, sexist, racist, or otherwise exclusionary jokes, etc.); and recognizing the importance of an inclusive environment for effective collaboration.

Definitions

The LISA Consortium adopts and expands the definition of sexual harassment and other harassment of the [Anti-Harassment Policy](#) for Meetings and Activities of the American Astronomical Society and Divisions. Our policy was based on the AAS policy in effect in February 2025. The following is based on their definition:

Definition of Sexual Harassment

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Behavior and language that are welcome/acceptable to one person may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others. This is especially important for those in positions of authority since individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behavior. Sexual harassment refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore interferes with work effectiveness. The following are (including but not limited to) examples of behavior that, when unwelcome or non-consensual, constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; sexually explicit jokes or innuendos; unnecessary or unsolicited touching; invasion of personal space; sharing personal or intimate information of Consortium members; sharing sexist remarks; asking intrusive personal questions based on sex or gender.

Definition of Other Harassment

Harassment and bullying on the basis of any other protected characteristic is also strictly prohibited. This conduct includes, but is not limited to the following: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts (in person or via e-mail or other correspondence); denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group; stalking (in person or online); social exclusion and isolation; gaslighting; reputation destruction; derogatory language based on race, gender, sex, disability, etc.; intentional or repeated misgendering or mispronouncing of names; and refusal to accommodate for disabled individuals. Even in cases where an individual victim cannot be identified, lewd, offensive, or inappropriate behavior may be construed as harassment and cannot be tolerated in a professional, collegial environment.

Definition of Discrimination

Discrimination refers to bias or prejudice resulting in denial of opportunity, or unfair treatment regarding selection, promotion, or transfer. Discrimination is practiced commonly on the grounds of age, disability, ethnicity, origin, political belief, race, religion, sex, sexual orientation, gender identity, etc. factors which are irrelevant to a person's competence or suitability.

Definition of Retaliation

Retaliation refers to taking some action to negatively impact another based on them reporting an act of discrimination or harassment or being involved in processing of complaints or in investigations of Code of Conduct violations.

Scope of Policy

This Code of Conduct applies to all Consortium members and all attendees at Consortium activities, including but not limited to scientists, students, guests, staff, contractors, and exhibitors participating in meetings, scientific sessions, conventions, tours, social events and other activities of any LISA Consortium group.

Consortium Resources to Address Violations

The Consortium has an Ombuds office which provides a confidential low-threshold means to discuss any possible violation of the Code of Conduct. In addition, there is a grievance policy detailed in the [LISA Consortium Policies and Procedures](#) which lays out a procedure and consequences for violations of the Code of Conduct.