

RVTEC Code of Conduct

1. RVTEC is committed to creating an inclusive environment.

The RVTEC Code of Conduct is intended as a supplement to the UNOLS Code of Conduct¹. Developed collaboratively by the RVTEC community, this document reflects our dedication to creating an inclusive and welcoming environment and provides the guiding principles for how we engage with one another respectfully and hold ourselves accountable.

An inclusive environment includes:

- Encouraging ideas and contributions from everyone.
- Having equal access and opportunity for participation.
- Being accountable to each other and considerate in our language.
- Recognizing that our behaviors affect those around us.

2. Having a Code of Conduct matters for Diversity, Equity and Inclusion.

Developing a RVTEC code of conduct shows that we intend to hold ourselves responsible to live up to values that support and positively impact our community. Our code helps us create an inclusive environment by clearly defining the behaviors we encourage, as well as those we discourage. It also helps all of our members feel empowered and welcomed to participate fully within RVTEC no matter their gender, sexual orientation, disability, physical appearance, age, body size, race, religion, education, national origin, political affiliation, or cultural identity.

3. Who does the Code of Conduct apply to and when?

The Code of Conduct applies to interactions and behaviors between representatives of the RVTEC community, guests and other attendees during professional events and related social gatherings, including:

- RVTEC annual meetings
- RVTEC subcommittee meetings
- RVTEC online communications (email, social media, virtual events, etc.)
- Social events under the umbrella of RVTEC

4. Examples of appropriate behaviors:

- Act in a constructive manner free from any form of discrimination, harassment, unwanted attention, or retaliation.
- Support fellow technicians' access to information, tools, and resources necessary to be successful in their position and encourage asking questions. Credit sources and receive permission to share original ideas.
- Be considerate, respectful, and collaborative. Be aware of language and behavior that can be perceived as insensitive. Be mindful of people's personal space.
- Be accountable for your actions, learn from other viewpoints and experiences, and be open to change. It is ok to make mistakes; excellent community members learn from them.
- Be mindful of your surroundings. Respect the rules and policies of meeting venues, hotels, online platforms or other contracted facilities.
- Speak up when you identify someone in distress, dangerous situations, or failures to meet these guidelines by organizers or participants. Collaborate to improve policies and practices for the betterment of the RVTEC community.

5. Examples of inappropriate behaviors:

- Don't use intentionally offensive or insulting language, gestures or images. Hostile or derogatory comments are not permitted.

¹ https://www.unols.org/sites/default/files/202211ann_apII.pdf

- Don't engage in unwanted physical or sexual attention, which includes but is not limited to questions of a sexual nature, asking for sexual favors, repeatedly asking for dates or contact information, or the inappropriate display of nudity or sexual images.
- Don't engage in illegal activities. This includes but is not limited to engaging in violent and threatening behavior, inciting violence, stalking, intimidating, bullying, trolling, or retaliating against anyone who files a complaint.
- Don't engage in sustained or willful disruption of talks or other conference activities, including online discussion and continued communication after a request to cease.
- Don't post inappropriate images, comments or jokes on RVTEC community forums, including the mailing list, Slack, Zooms or other virtual formats.
- Don't misuse or share private communications or personal information including deliberate "outing" of any aspect of a person's identity without their consent.

6. Dealing with or reporting problems:

Anyone requested to stop unacceptable behavior as covered by this Code of Conduct is expected to comply immediately. In most cases a direct conversation between individuals may resolve a conduct issue.

For more information, or if you wish to report an issue, need assistance, and would like someone to follow-up, contact the RVTEC Chair, RVTEC Chair-Elect, or the UNOLS office. Contact information is available on the UNOLS website:

<https://www.unols.org/committee/research-vessel-technical-enhancement-committee-rvtec>.

Meeting Organizers will discuss reports and may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning, a formal report to the individual's employer, or legal action.

Lastly, be aware of your own employer's resources and reporting responsibilities while attending RVTEC meetings or traveling for work. Additional institutional resources may be found at

<https://www.unols.org/shipboard-civility>.

For urgent or emergent issues, please contact the appropriate local jurisdiction.

7. Commitment to a process of continual improvement for the RVTEC community.

The "E" in RVTEC defines our community's purpose as the *Enhancement* of the Academic Research Fleet. To ensure that RVTEC has access to top talent with a variety of skills and perspectives it is imperative that RVTEC be a welcoming community with equitable opportunity and access for everyone. Commitment to this code of conduct (as a community and as individuals) is one of many iterative steps toward the continual improvement of service to RVTEC's core mission.

8. For references, other resources and acknowledgements:

<https://www.unols.org/document/rvtec-code-conduct>