Jefferson Lab

COMMUNITY STANDARDS

Welcome to Jefferson Lab!

Everyone at Jefferson Lab has a responsibility to foster an environment where all employees, users, students, guests, visitors, and subcontractors feel safe, welcomed and supported in advancing the Lab's mission.

We'd like to take a moment to familiarize you with our Community Standards. Jefferson Lab actively promotes a diverse and harassment-free experience for all.

While it is not possible to provide a complete list of the types of improper behavior below, prohibited conduct includes, but is not limited to:

- Offensive verbal comments
- Bullying or deliberate intimidation
- Stalking/following
- Repetitive photography of the same person(s)
- Gender-based insults
- Displaying or circulating sexually suggestive materials
- Inappropriate physical contact
- Unwelcome sexual attention or advances

Everyone is expected to embody the values of professionalism, respect, and diversity as well as cultivate a supportive and inclusive environment where the opinions of others are embraced. Behaviors not aligned with the lab's values will not be tolerated. Failure to adhere to this Community Standard may result in being barred from further lab events, suspension of site access including housing at the SURA Residence Facility, and/or removal from the site.

DIVERSE IN COMMUNITY
United in Science

If you or someone else feels uncomfortable in the workplace or believe you are subjected to a hostile or harassing environment, or have any other related concerns, please contact the Jefferson Lab Ethics Officer, Rhonda Barbosa, immediately at **rbarbosa@jlab.org** or via the Lab's Ethics Hotline at **http://www.jsaecp.ethicspoint.com**. Alternately, you may contact your sponsor or the D&I Council at dcouncil@jlab.org.