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| [https://gallery.mailchimp.com/1de9c43e6d5e45ff0ecd664cd/images/e6203673-8394-4ed6-8d7b-dc3fa3383708.jpg](https://urldefense.proofpoint.com/v2/url?u=https-3A__jlab.us11.list-2Dmanage.com_track_click-3Fu-3D1de9c43e6d5e45ff0ecd664cd-26id-3Dd1861437e5-26e-3D1fa722b146&d=DwMFaQ&c=CJqEzB1piLOyyvZjb8YUQw&r=woN1IjN5hA3O0ZTDC99xPQ&m=0At7jaSVz-EJ2rgHWuDB2wxfOoO8wL0YDcdprjRZKpI0nsGGw_1ouQafYCBZKslp&s=4iW8RidzbzhfMg5KJJMpHoNrLOPZosJEiZhfMPPzZiQ&e=) |

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| **MESSAGE FROM THE DIRECTOR**  |

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| **January 13, 2022SUBJECT: Jefferson Lab Standards of Conduct**  |

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| Dear Colleagues, Recently, some offensive and hateful graffiti was discovered on a wall in the linear accelerator tunnel. I am writing to condemn this act and any expressions of hate or intolerance, and to make very clear that this sort of hateful act is unacceptable and has no place at Jefferson Lab.Such behaviors are not in keeping with the lab’s core values of respect and tolerance, and are also a clear violation of our [Standards of Conduct policy](https://urldefense.proofpoint.com/v2/url?u=https-3A__jlab.us11.list-2Dmanage.com_track_click-3Fu-3D1de9c43e6d5e45ff0ecd664cd-26id-3D71005a1c8e-26e-3D1fa722b146&d=DwMFaQ&c=CJqEzB1piLOyyvZjb8YUQw&r=woN1IjN5hA3O0ZTDC99xPQ&m=0At7jaSVz-EJ2rgHWuDB2wxfOoO8wL0YDcdprjRZKpI0nsGGw_1ouQafYCBZKslp&s=VnPi4Gxei1Nmi5RLMoXmL4BG7i-3Me8cPQMhoxyO_fY&e=). Repercussions for damaging or defacing JSA property result in corrective action, up to and including termination for JSA employees, or revoked campus access for others. To ensure that such issues are addressed swiftly, I encourage the lab community to speak up. Lab management is an immediate resource for you; however, if you prefer to remain anonymous, the [Ethics and Employee Concern Hotline](https://urldefense.proofpoint.com/v2/url?u=https-3A__jlab.us11.list-2Dmanage.com_track_click-3Fu-3D1de9c43e6d5e45ff0ecd664cd-26id-3D535fb56482-26e-3D1fa722b146&d=DwMFaQ&c=CJqEzB1piLOyyvZjb8YUQw&r=woN1IjN5hA3O0ZTDC99xPQ&m=0At7jaSVz-EJ2rgHWuDB2wxfOoO8wL0YDcdprjRZKpI0nsGGw_1ouQafYCBZKslp&s=FyvT7P2hNlgm6cUUginqZ2h8xb2jUlIOejqvFZ3icXI&e=) is available to submit your concern.   One of the great things about Jefferson Lab and the scientific research community is that we have people from all backgrounds, and from all over the globe, who come together for the excitement of scientific discovery. Everyone who is a part of this adventure of discovery deserves a workplace that is welcoming and inclusive. We should accept nothing less. We cannot let hateful and ignorant acts or behaviors hinder our efforts for an inclusive environment at Jefferson Lab, where everyone can achieve their goals and do so in a welcoming workplace.  Thank you, *Stuart*   |

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