

OUR VALUES

The Netherlands Astronomy Council (RvdA) shares the Netherlands Research School for Astronomy (NOVA), the NWO-I institutes ASTRON and SRON's, and JIVE's unwavering commitment to excellence, inclusion and respect. We are a diverse community of universities and institutes employing scientists, engineers, and support staff as well as hosting students and visitors, who strive toward an environment for our research, teaching and learning that is professional, inclusive and collaborative, and in which everyone is treated with equity and dignity.

Excellence in Research & Learning

We commit to providing a world-class academic environment, supporting and encouraging academic freedom, by bringing together leading researchers, engineers, and educators and by giving them access to, or help them create, the best facilities and ideas, and share our results widely with society.

Integrity, Professionalism & Collaboration

We commit to acting in a professional manner as individuals, in teams, and across the astronomy community, regardless of rank and role. This includes:

- Behaving responsibly, professionally and ethically in all our work and working relationships, by adhering to the Netherlands Code of Conduct for Research Integrity¹
- Clearly defining and communicating our expectations and standards of excellence.
- Striving to keep our commitments to each other.
- Helping community members maximize their potential and ensuring that their contributions are recognized.
- Encouraging and helping community members to maintain a healthy work-private balance

Diverse & Inclusive Academic Community

We commit to fostering and defending an equitable and inclusive environment. This includes:

- Treating all staff, students, and visitors equitably, regardless of age, citizenship, ethnic origin, creed, disability, family status, gender identity, gender expression, sexual orientation, or any of the other prohibited grounds under Netherlands law²
- Welcoming, accepting, and valuing the diverse backgrounds, identities and expectations of our community.
- Recognizing that a diverse community strengthens our research and teaching by broadening our perspectives and approaches.

¹<https://www.vsnul.nl/files/documents/Netherlands%20Code%20of%20Conduct%20for%20Research%20Integrity%20202018.pdf>

² <https://www.government.nl/topics/discrimination/prohibition-of-discrimination>

- Working to identify and correct conscious and unconscious biases in all our admission, recruitment, promotion, and evaluation processes.

Respect & Courtesy

We commit to maintaining a collegial work environment in which we all treat each other with dignity, courtesy and respect, regardless of position or status in the department, and for all our activities both on and off campus. This includes:

- Establishing a safe and supportive workplace and learning environment, free from harassment, discrimination, bullying, physical or mental abuse, or other harmful behaviour.
- Being respectful of others' right to express their own points of view.
- Acknowledging the work of all staff, be it scientific, engineering, administrative, technical, janitorial and other support staff who all play a vital role in the successful functioning of our organisation.
- Being constructive and professional in interacting with others and in providing feedback on their work.
- Maintaining institution-defined norms³ of behaviour in all our activities.

CODE OF CONDUCT

The Netherlands Astronomy Council (RvdA) is committed to ensuring that all members of our community are aware of and adhere to NOVA, SRON, ASTRON, and JIVE policies. This includes making its science, training and public outreach activities productive and enjoyable for everyone, regardless of gender identity, sexual orientation, disability, physical appearance, body properties, race, nationality, religion, or any of the prohibited grounds as set out in Netherlands law². In so doing, the Netherlands Astronomy Council aspires to be an equitable and inclusive environment free of discrimination and harassment, where all members of our community are treated with dignity and respect.

The RvdA expects all scientists, engineers, students, and support staff who are members, associates or visitors in all their professional conduct to encourage behaviour, language and attitudes which will create a favourable environment, free of discriminatory actions, defamation, stereotyping and harassment. We expect the same of

³ The Codes of Conduct of the governing institutions are:

- ASTRON and JIVE: <https://www.astron.nl/about/diversity-and-dwingeloo-code-conduct>
- SRON: <https://intranet.sron.nl/house-regulations>
- University of Amsterdam: <https://student.uva.nl/en/content/az/confidential-adviser-for-undesirable-behaviour/code-of-conduct/code-of-conduct-for-staff-and-students.html?1578577214417>
- University of Groningen: <https://www.rug.nl/about-ug/organization/rules-and-regulations/integrity/pdf/code-of-conduct-rug.pdf>
- University of Leiden: <https://www.staff.universiteitleiden.nl/human-resources/hr-policy-and-code-of-conduct/code-of-conduct/code-of-conduct-integrity>
- Radboud University Nijmegen: : <https://www.ru.nl/english/about-us/our-university/integrity-and-conduct/>

participants and instructors in RvdA training programs, workshops, conferences and all other events or activities sponsored or organized by the RvdA, or by any of its institutional or individual members.

All members of our community are expected to follow these guidelines:

1. Behave in a professional manner. This includes:
 - Treating others with dignity, courtesy, respect, politeness and consideration.
 - Being respectful of others' right to express their views, even if you disagree.
 - Managing conflict with others in a respectful way rather than in a confrontational way.
2. The RvdA will not condone unprofessional behaviour that violates any of the University's, SRON's, ASTRON's, or JIVE's policies, such as:
 - Profanity, abuse, shouting, aggression, violent language, or inappropriate physical contact directed at an individual or individuals.
 - Humiliating, degrading, demeaning, belittling, insulting, frightening, harassing or intimidating another person.
 - Making sexist, racist, or exclusionary comments or jokes.
 - Using sexual or sexist language or imagery.
 - Irresponsible use of alcohol or other drugs/substances.
3. All communication, whether it be in person or electronically, should be kept appropriate and respectful for a professional audience including people of many different backgrounds and identities.
4. Avoiding real or perceived conflicts of interest whenever possible and disclosing them to affected parties when they do exist.
5. Be kind to others. Do not insult or put down peers, colleagues or attendees. Do not spread malicious rumours or gossip.

The RvdA wishes to maintain a collegial environment in which all members of our community behave in a respectful and courteous manner. All individuals are expected to respect the values outlined in this Statement regardless of the influence presented by alcohol and/or drug use. Those engaging in inappropriate behaviour may be asked to leave events by relevant event organizers (without refund of any registration or admission fee). Additional measures (e.g. discipline, termination of contractual relationship) may be taken, depending upon the individual's relationship with any of the universities, SRON, ASTRON, or JIVE.

Individuals who are concerned that there has been a breach of any policy or guideline referred to in this Code of Conduct should contact the person or body recommended for this in their local policy⁴ and may seek advice and/or

⁴ The contact persons or confidential advisors in each governing institution are:

- ASTRON and JIVE: <https://intranet.astron.nl/commissies/arbo/vertrouwenspersoon/vertrouwenspersoon>
- SRON: <https://intranet.sron.nl/welzijn-gezondheid>
- University of Amsterdam:
 - Students:
<https://student.uva.nl/en/content/az/confidential-adviser-for-undesirable-behaviour/contact/contact.html>
 - Employees/guests:
<https://extranet.uva.nl/en/content/a-z/confidential-advisers/contact/contact.html>

support from NAEIC (who will treat such requests and inquiries according to their Terms of Reference). Further, individuals may contact the program/activity organizer, the Institute Director, the appropriate HR manager or confidential advisor.

In case of emergency, contact police or other services at telephone number 112.

This document is based on the API statement of values and code of conduct, the Dunlap Institute Statement of Values and Code of Conduct, as amended to reflect local law and custom in The Netherlands. That in turn was inspired on the Rotman Statement of Values⁵ and the [London Code of Conduct](#)⁶

Last updated 06 July 2020

This document takes effect on 01 August 2020

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- University of Groningen: <https://www.rug.nl/staff/departments/10087?lang=en>
 - University of Leiden: <https://local.strw.leidenuniv.nl/about/confidential.php?node=513>
 - Radboud University Nijmegen:
 - Institute: <https://www.ru.nl/imapp/>
 - University: <https://www.ru.nl/english/about-us/our-university/integrity-and-conduct/confidential-advisors/>

⁵ <https://www.rotman.utoronto.ca/Connect/AboutRotman/OurValues>

⁶ This code of conduct is based on the “London Code of Conduct”, as originally designed for the conference “Accurate Astrophysics. Correct Cosmology”, held in London in July 2015. The London Code of Conduct was adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry (<http://software-carpentry.org/conduct.html>), which itself derives from original Creative Commons documents by [PyCon](#) and [Geek Feminism](#). It is released under a CC-Zero license for reuse. To help track people’s improvements and best practice, please retain this acknowledgement, and log your re-use or modification of this policy at https://github.com/apontzen/london_cc.