LSST Communications

LSST is committed to creating an inclusive, collaborative environment and endorses guidelines regarding professional behavior, bullying, and harassment, of the American Physical Society (APS), American Astronomical Society (AAS), and the Associated Universities for Research in Astronomy (AURA). We expect that participants in LSST using communication tools will read and abide by these guidelines (which are linked below).

Related documents:
- [Document-28656: Communications Channels Usage](#) - For details on project communications tools and their usage see.
- [Document-28973: Meetings Code of conduct](#) – details on content for meeting website.
- [LPM-171: Bullying and Harassment Complaints Procedure Manual](#)

The LSST Communications Code of Conduct (CoC)

Purpose

LSST is an extremely challenging project, and it will take the best people exerting their best effort to make it successful. An inclusive, collaborative environment is necessary to support a broad, diverse group of individuals as they contribute their best effort. This positive environment is required to promote excellence, and LSST <u>requires</u> excellence for success.

Therefore, LSST endorses the following guidelines of professional behavior expected from users of the LSST Communication Tools. Failure to adhere to these guidelines will result in the loss of access.

Elements of LSST Workplace Culture

1. **Be Kind** – LSST realizes the impact of kindness to empower individuals to act in ways that strengthen ourselves, our relationships and our communities.

2. **Trust** – An inclusive, collaborative environment is best achieved when there is mutual trust, based upon honest behavior, throughout the community.

3. **Respect** - Inclusive environments foster excellence by challenging us to consider a variety of viewpoints and approaches. We honor alternate viewpoints as opportunities for discussion and learning, and therefore treat others with respect, even if we disagree.

4. **Diverse** - Valuing diversity recognizes differences between people and acknowledges that these differences are an asset, bringing strength to a community through new ideas, innovation, and creativity.

5. **Inclusive** – By being inclusive, LSST strives to create an environment of involvement,

respect, and connection that values and benefits from diverse backgrounds and perspectives.

LSST Code of Conduct

Our Code of Conduct (CoC) is based on the previous elements of LSST Workplace Culture which are to be evident in all our communication interactions. The LSST Communication Tools including slack.lsstc.com and community.lsst.org should be treated with the same respect you would a public park. They are a shared community resource – a place to share knowledge and opinions through ongoing conversation. We are all responsible for following this LSST CoC and flagging infractions for moderator intervention. Use the following guidelines to keep this a clean, well-lighted place for civilized public discourse:

1. Recognize that our project includes individuals with different communication styles. All voices must be heard to promote excellence. Share the air. Raise all voices.

2. Improve the discussion – be sure your post adds to the conversation; be respectful of the topics and people discussing them; discover and contribute to discussions that are already happening.

3. Be agreeable, even when you disagree - you may wish to respond to something by disagreeing with it. That's fine. But, remember to *criticize ideas, not people*. Please avoid:

   - Name-calling.
   - Ad hominem attacks.
   - Responding to a post's tone instead of its actual content.
   - Knee-jerk contradiction.

Instead, provide reasoned counter-arguments that improve the conversation. Discussions should be undertaken with respect, acknowledging that there may be no "correct" answer.

And if you do mess up on any of these guidelines, don't panic: we all make mistakes sometimes. Apologize, reflect, and move forward.

4. If you see a problem, flag it. – On the Community Forum, Moderators have special authority; they are responsible for this forum. But so are you. With your help, moderators can be community facilitators, not just janitors or police. When you see bad behavior, don't reply. It encourages the bad behavior by acknowledging it, consumes your energy, and wastes everyone's time. *Just flag it*. If enough flags accrue, action will be taken.

5. Always be civil - Nothing sabotages a healthy conversation like rudeness:

   - Don't post anything that a reasonable person would consider offensive, abusive, or hate speech.
   - Keep it clean. Don't post anything obscene or sexually explicit.
   - Respect each other. Don't harass or grief anyone, impersonate people, or expose their private information.
   - Respect our forum. Don't post spam or otherwise vandalize the forum.

These are not concrete terms with precise definitions — avoid even the *appearance* of any of these things. If you're unsure, ask yourself how you would feel if your post was featured on the front page of the New York Times.

This is a public forum, and search engines index these discussions. In addition, we are likely to keep the history in some rooms / threads. Keep the language, links, and images safe for family and friends.

6. Post only your own stuff - You may not post anything digital that belongs to someone else without permission. You may not post descriptions of, links to, or methods for stealing someone's intellectual property (software, video, audio, images), or for breaking any other law.

Disclaimer

Any opinions, statements (including statements about LSST and what it will deliver), or recommendations expressed on this forum are those of the author(s) and do not necessarily reflect the views of the LSST Project.

Further Resources:

AAS Ethics Statement, including "Conduct Towards Others"
AAS Anti-Harassment Policy
The APS Guidelines for Professional Conduct
The Recurse Center Manual
AURA Standards of Workplace Conduct
The LSSTC Data Science Fellowship Program Code of Conduct
Existing Code of Conduct for community.lsst.org
bensbells.org - Be Kind - Ben's Bells