



CMS (and CERN) Code of Conduct and Experiences

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Workshop on Collaboration Codes of Conduct

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Background

- CMS established a Diversity and Inclusion office in 2017
 - One early task was to develop a code of conduct (CoC)
 - CERN has had a CoC in place since 2010
- Priorities for a CMS-specific code of conduct
 - As the host lab, CERN's CoC would apply to most CMS activities
 - A CMS-specific CoC would codify applicability of CERN's code of conduct
 - Extend to all interactions between CMS collaborators
 - A succinct reinforcement of values and expected conduct by collaborators
 - Brevity allows entire CoC to be displayed easily (posters, intro slides, etc)
- CMS CoC was approved by the Collaboration Board in April 2019
 - Explicitly added to CMS constitution

CERN Code of Conduct

- Expectations in five key values
 - Diversity
 - Integrity
 - Creativity
 - Professionalism
 - Commitment
- Expectations detailed for each value
 - e.g., Professionalism—>
- Ownership with CERN D&I prog.
 - Under the HR department
- Documented at
 - <https://hr.web.cern.ch/codeofconduct>



AS CERN CONTRIBUTORS, WE:

- Define clear and realistic objectives and deliverables for our activities, and communicate them to our colleagues.
- Ensure that the human, material and financial resources entrusted to us are used optimally for the benefit of CERN.
- Invest in CERN's future by taking long-term effectiveness into account when managing short and medium-term activities.
- Maintain a professional environment characterized by good working relations and an atmosphere of tolerance and mutual respect.
- Provide advice and guidance to colleagues, where appropriate, and exercise adequate supervision and control over tasks that we delegate.
- Address conflict proactively and impartially.
- Abstain from and actively discourage all forms of harassment as well as verbal, non-verbal, written or physical abuse.



A (very) public example nature



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NEWS | 01 October 2018

CERN suspends physicist over remarks on gender bias

The University of Pisa and the European Research Council say they are also opening investigations into Alessandro Strumia’s conduct.

[Davide Castelvecchi](#)

CERN, which lies near Geneva, Switzerland, announced its decision on 1 October, saying that Strumia was barred “from any activity at CERN with immediate effect, pending investigation into last week’s event”. Strumia disputes the characterization of his presentation as sexist.

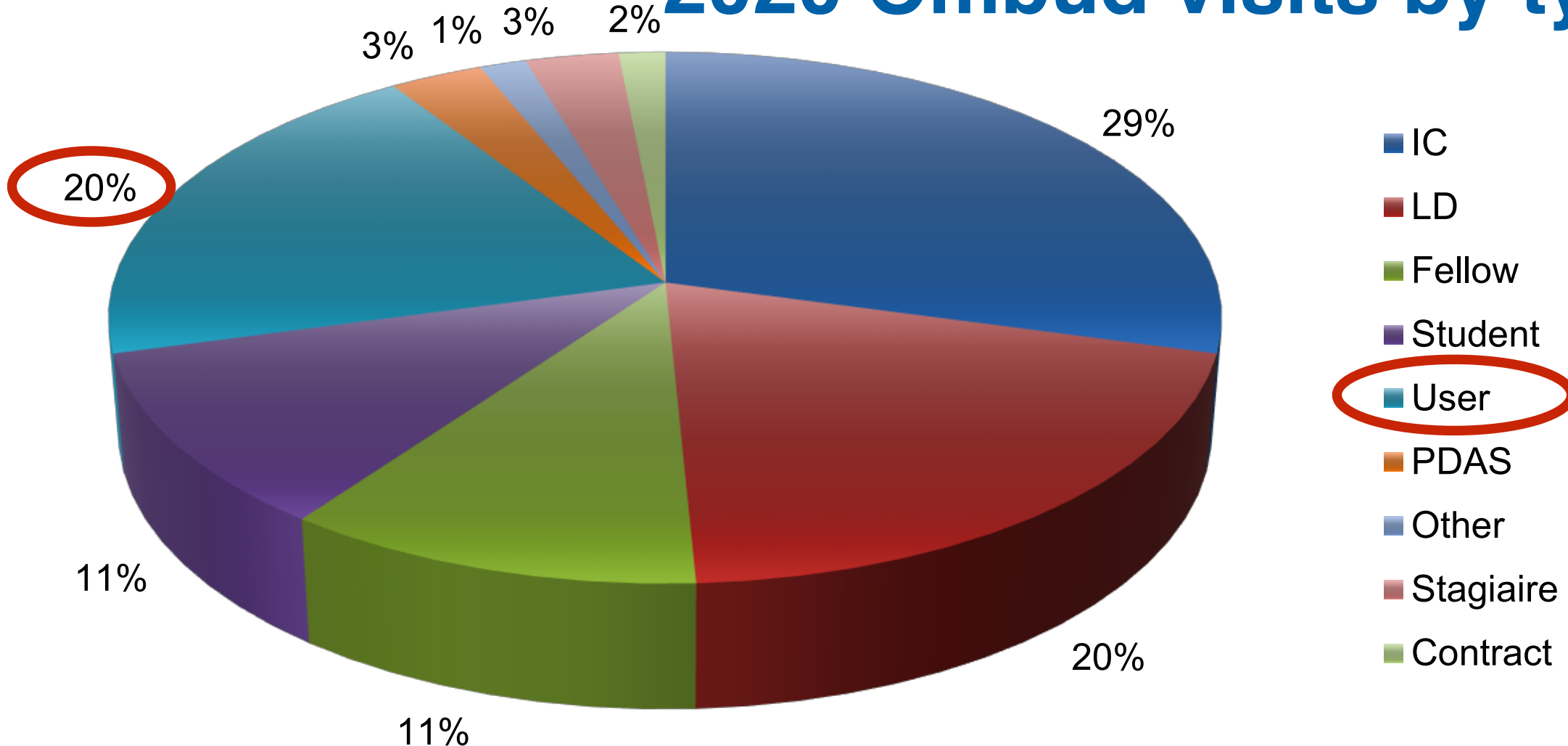
In its statement, CERN said that Strumia’s remarks were antithetical to its code of conduct and to its values. “CERN is a culturally diverse organisation bringing together people of many different nationalities. It is a place where everyone is welcome, and all have the same opportunities, regardless of ethnicity, beliefs, gender or sexual orientation.”

CERN reporting

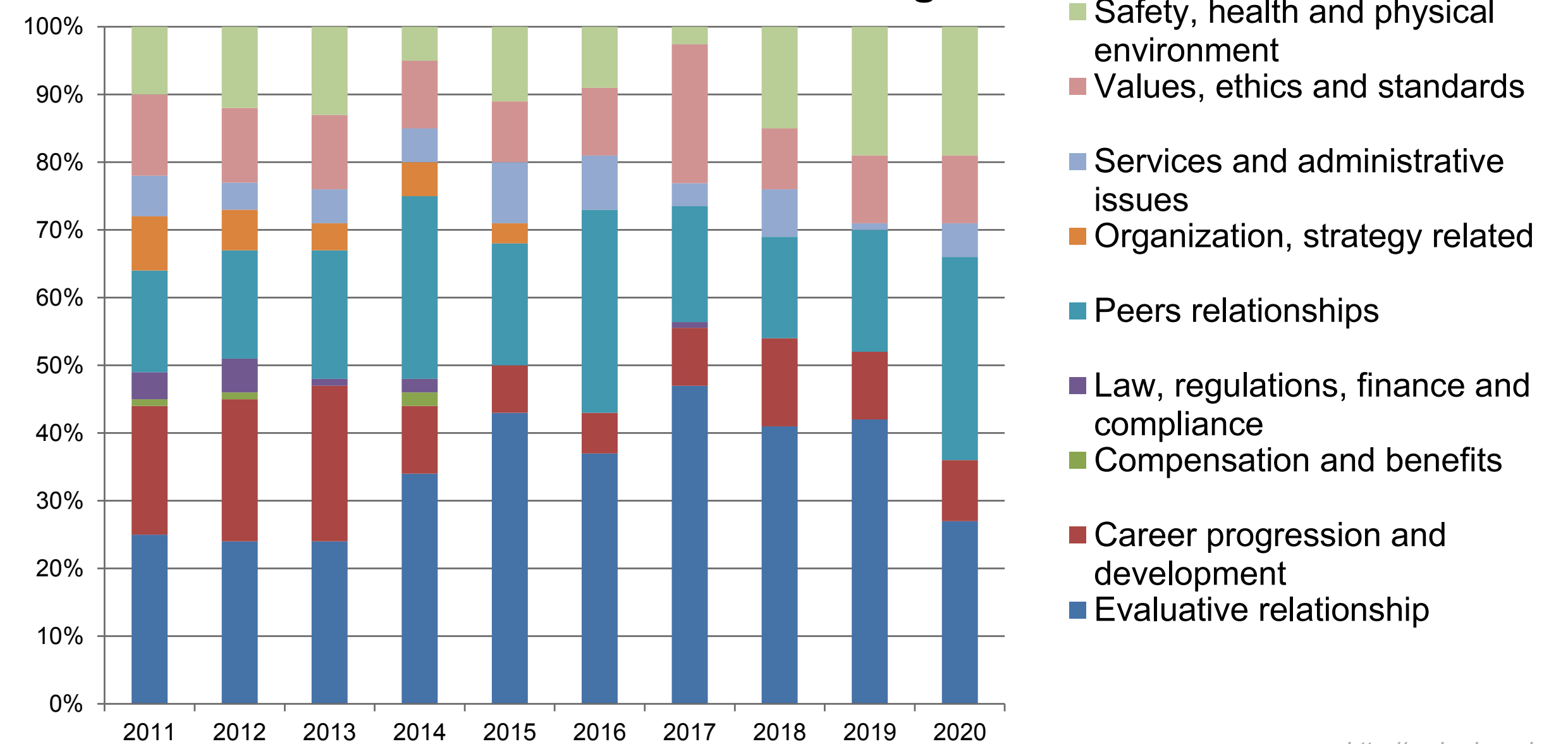


- CERN assumes most cases can be handled directly by those involved
 - ...Ideally, you should discuss it in a constructive fashion with your colleague, using the Code as a vehicle for dialogue. Should circumstances not make it possible, or appropriate, to have this form of discussion, you could contact your hierarchy, the Human Resources Department or Internal Audit. If the violation involves an interpersonal conflict you are involved in, you could also contact the Ombuds Office.
- Ombuds office is open to all users but most interactions are employees

2020 Ombud visits by type



Issues: main categories



<http://ombuds.web.cern.ch>

CMS Code of Conduct

<https://cms-docdb.cern.ch/cgi-bin/PublicDocDB//ShowDocument?docid=13847>

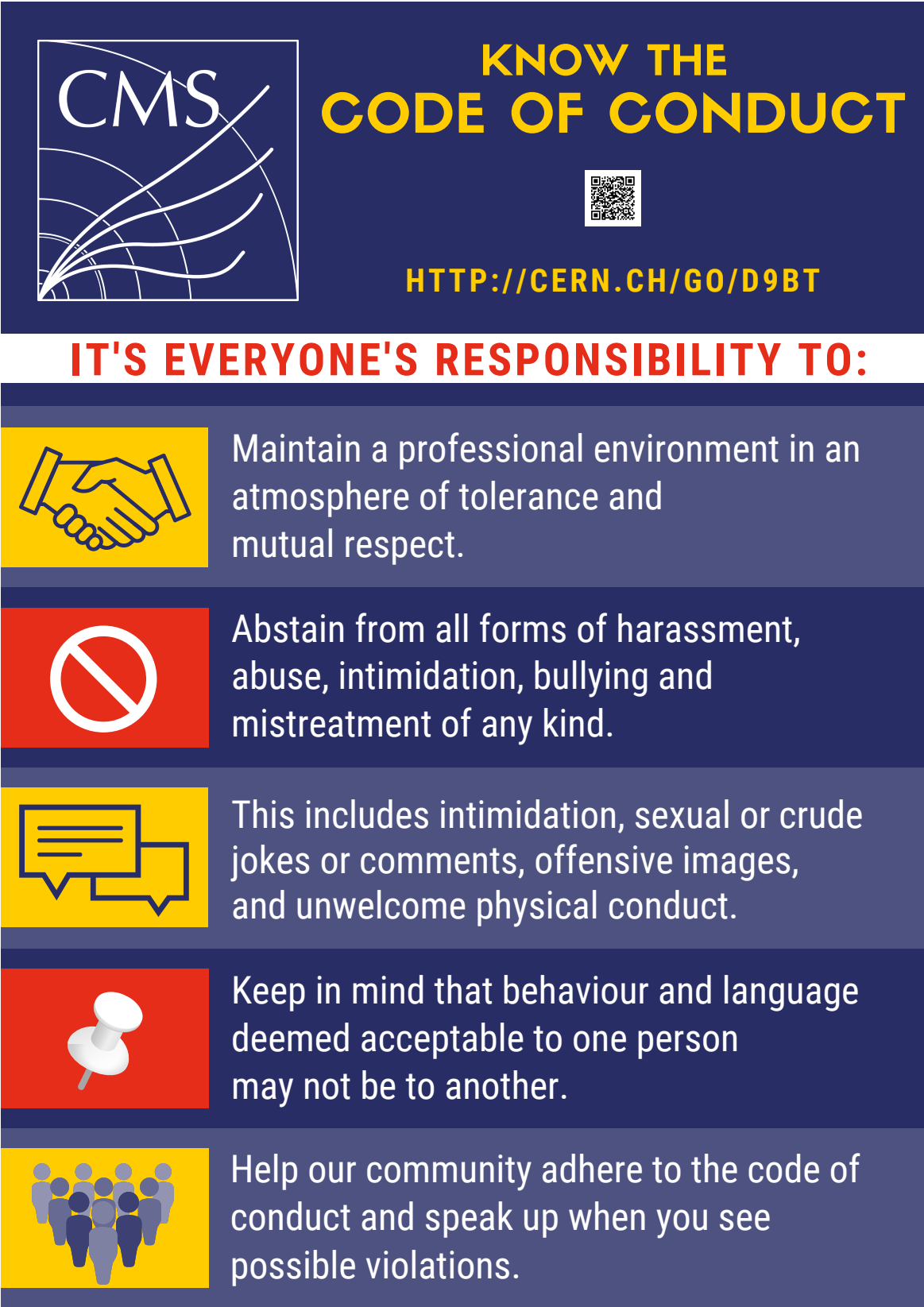
CMS Code of Conduct

Approved by the CMS Collaboration Board 12-April 2019

The CMS collaboration consists of members with varied national origin, ethnic background, race, gender identity, sexual orientation, gender, age, physical ability, and religion. As a community, we are committed to being positive and inclusive in all regards.

We follow the [CERN Code of Conduct](#). Members of CMS must maintain a professional environment in an atmosphere of tolerance and mutual respect and abstain from all forms of harassment, abuse, intimidation, bullying, and mistreatment of any kind. This includes, but is not limited to, intimidation, sexual or crude jokes or comments, offensive images, and unwelcome physical conduct. Members must keep in mind that behavior and language deemed acceptable to one person may not be to another.

We commit to helping our community adhere to this code of conduct and speak up when we see possible violations of it. We strive to treat those outside of CMS as we would members of our own community. In the event that the letter or the spirit of this code has been violated, appropriate action will be taken, up to and including procedures specified in Annex A3.2 of the CMS Constitution.



Posters in CMS meeting rooms

Process and implementation

- Discussed in D&I office meetings (open to entire collaboration)
 - Input gathering period; given some urgency by Strumia incident
- CMS CoC kept succinct and explicitly references CERN CoC as mandatory
- Made clear in CMS constitution that CoC compliance is mandatory for collaboration membership
 - Placed on same footing as scientific/academic conduct
 - Language in the constitution was deemed sufficient in how violations would be seen:
Should an individual be guilty of a serious violation of the rules of CMS, the Spokesperson shall bring the matter to the attention of the relevant group leader, who will be expected to take appropriate action. If the problem is not quickly resolved, the Spokesperson shall bring the matter to the Collaboration Board who will decide on further action.
- Collaboration board received a 2 month period to consider proposal
 - Approved via unanimous consent

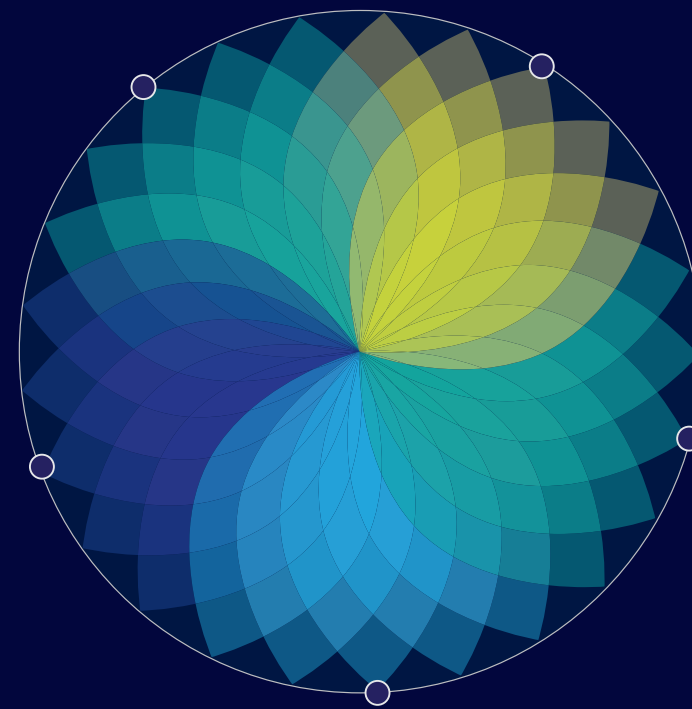
Procedures and practices

- Visible CoC reminders throughout collaboration work spaces
 - Meeting room posters, indico pages, slides (e.g., spokes intro at collab. meetings)
- Emphasize direct resolution when possible
 - Colleagues encouraged to speak up when violations are seen
- Reporting avenues within CMS
 - Collaboration board representatives (group leaders)
 - Collaboration management (collaboration board chair, spokesperson, deputies)
 - Diversity office chairs (including anonymously via message box)
- Authority to take action ultimately rests with collaboration board
- **The lack of a clearly documented procedure is a clear issue**
 - Case-by-case approach is rife for bias (often unconscious)



Backup

CERN code of conduct (1/3)



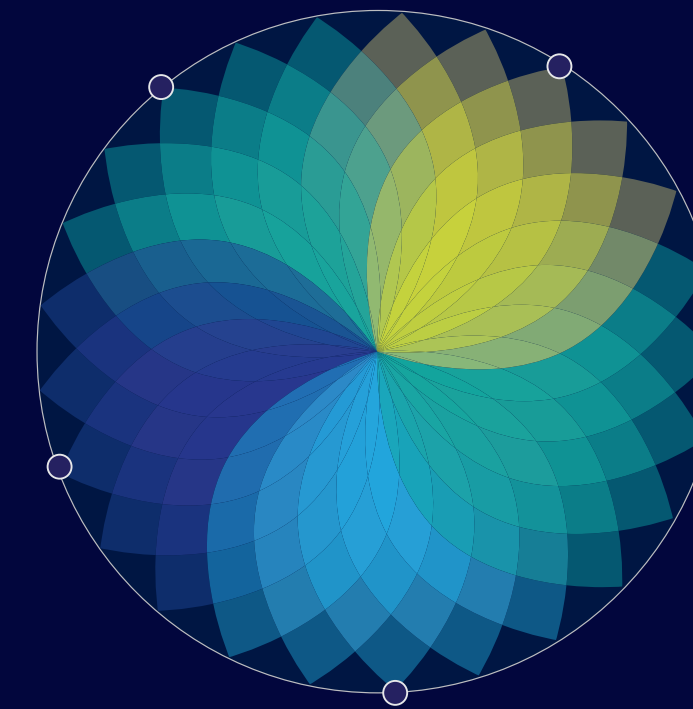
INTEGRITY

BEHAVING ETHICALLY, WITH INTELLECTUAL HONESTY AND BEING ACCOUNTABLE FOR ONE'S OWN ACTIONS.

A high standard of integrity in the performance of our work and in our relationships with others promotes a culture of trust and responsibility.

AS CERN CONTRIBUTORS, WE:

- Exercise our authority responsibly. In particular, we abstain from using our authority or position to obtain personal benefits or favours.
- Demonstrate fairness and impartiality.
- Ensure that we credit others for their contribution.
- Avoid conflict of interest or situations that could be perceived as such.
- Refrain from any act or omission designed to deceive others, or to achieve a gain resulting in a loss of funds or reputation for CERN.
- Safeguard confidential information, documents or data, and ensure that such material in our possession is properly protected.
- Respect the privacy of others and protect personal information given to us in confidence.



COMMITMENT

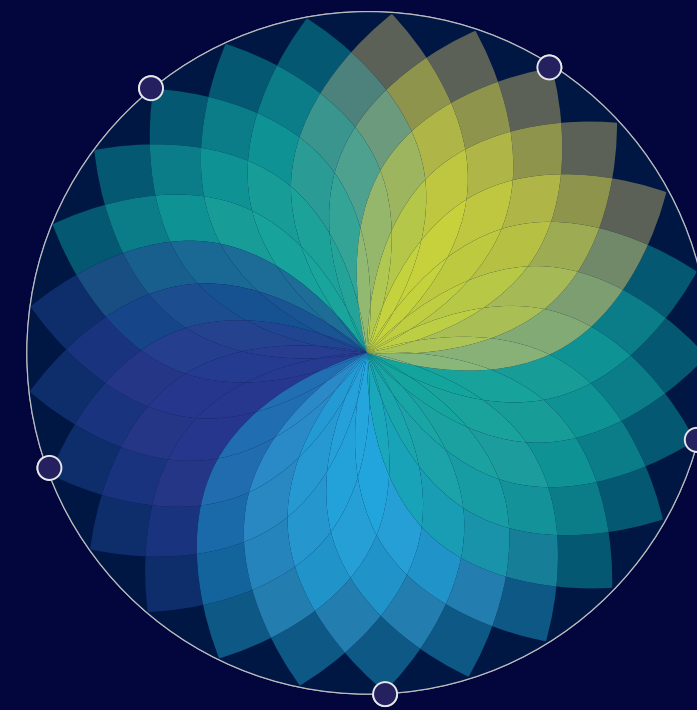
DEMONSTRATING A HIGH LEVEL OF MOTIVATION AND DEDICATION TO THE ORGANIZATION

Our collective commitment to CERN is essential both to the achievement of its mission and the protection of its reputation.

AS CERN CONTRIBUTORS, WE:

- Promote the CERN mission and act in accordance with CERN values.
- Appreciate that our behaviour, both on site and outside CERN, may reflect upon CERN.
- Protect the reputation of CERN and our colleagues in communications with internal and external parties.
- Familiarize ourselves with all applicable rules and regulations.
- Promote and maintain a safe and healthy environment, following relevant safety rules.
- Educate ourselves on the responsibilities which accompany the privileges and immunities which may be granted to us for the benefit of CERN.
- Demonstrate flexibility and adapt to CERN's evolving needs.

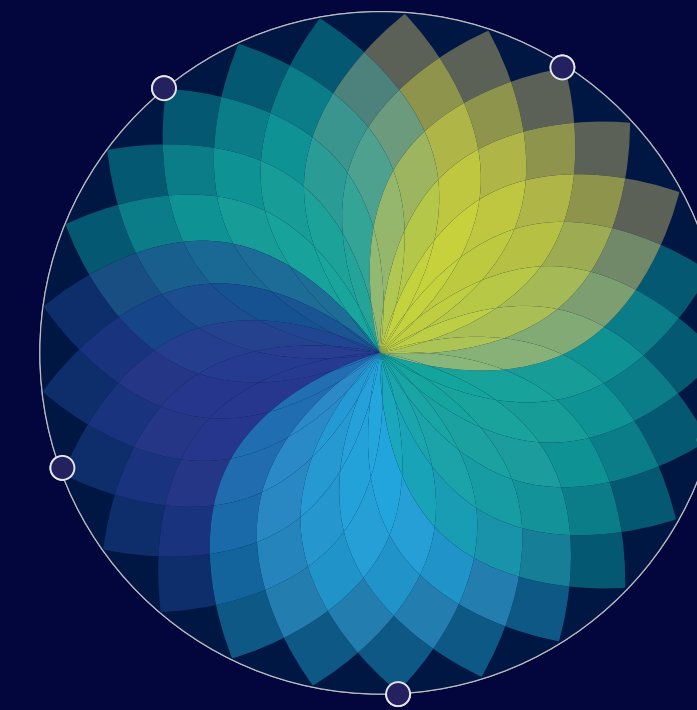
CERN code of conduct (2/3)



PROFESSIONALISM

PRODUCING A HIGH LEVEL OF RESULTS WITHIN RESOURCE AND TIME CONSTRAINTS AND FOSTERING MUTUAL UNDERSTANDING

Our ability to deliver and to create a positive work environment permits us to achieve high professional standards, individually and collectively.



CREATIVITY

BEING AT THE FOREFRONT OF ONE'S PROFESSIONAL FIELD, FURTHERING INNOVATION AND ORGANIZATIONAL DEVELOPMENT

CERN encourages continuous learning and development and values innovation as well as a proactive approach to acquiring and sharing information.

AS CERN CONTRIBUTORS, WE:

- Define clear and realistic objectives and deliverables for our activities, and communicate them to our colleagues.
- Ensure that the human, material and financial resources entrusted to us are used optimally for the benefit of CERN.
- Invest in CERN's future by taking long-term effectiveness into account when managing short and medium-term activities.
- Maintain a professional environment characterized by good working relations and an atmosphere of tolerance and mutual respect.
- Provide advice and guidance to colleagues, where appropriate, and exercise adequate supervision and control over tasks that we delegate.
- Address conflict proactively and impartially.
- Abstain from and actively discourage all forms of harassment as well as verbal, non-verbal, written or physical abuse.

AS CERN CONTRIBUTORS, WE:

- Follow developments within our domain.
- Use our professional experience in a constructive manner.
- Contribute to the evolution of CERN by committing to sharing our knowledge.
- Share with internal parties any information that could benefit them in their work.
- Are open to new ideas and approaches.
- Adopt alternative outlooks in order to generate new thoughts and concepts.
- Conduct our work in a structured way to enhance knowledge transfer and continuity.

CERN code of conduct (3/3)



A circular graphic composed of many overlapping, semi-transparent petals or leaves in various shades of blue, teal, and yellow, creating a vibrant, multi-colored effect. The word 'DIVERSITY' is written in white capital letters to the right of the circle.

DIVERSITY

APPRECIATING DIFFERENCES, FOSTERING EQUALITY, AND PROMOTING COLLABORATION

CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.

AS CERN CONTRIBUTORS, WE:

- Respect and value differences.
- Promote inclusiveness in the workplace in terms of both personal characteristics and professional abilities.
- Demonstrate team spirit and invest in team building.
- Treat others with tact, courtesy and respect.
- Abstain from and actively discourage discrimination in all forms.
- Avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such.
- Refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability, or family situation.



CERN-Brochure-2016-006-Eng December 2016