



EARTHQUAKE ENGINEERING RESEARCH INSTITUTE
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Code of Conduct

Approved by the Board of Directors on December 14, 2021

EERI is committed to fostering the exchange of ideas by providing a safe, productive, and welcoming environment at all EERI activities and on all EERI platforms, including use of the EERI mailing lists or member directory. We value the participation of every member of the community and want all participants to have an enjoyable and fulfilling experience.

All EERI members, event attendees, guests, staff, volunteers, vendors, and partners are expected to be considerate and collaborative, communicating openly with respect for others, and critiquing ideas rather than individuals. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated.

By accepting an invitation to participate in an EERI event (by email or online registration), engaging in an EERI activity, or using and/or interacting with an EERI platform, participants agree to abide by the EERI Code of Conduct.

EXPECTED BEHAVIOR

All participants are expected to maintain the following behaviors during all EERI activities and on all EERI digital platforms, including unofficial and/or social activities at EERI events:

- Treat all participants, attendees, and EERI staff with respect and consideration at all times.
- Be collaborative, recognizing the value of a diversity of experiences, views, and opinions.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Be mindful of your surroundings and of your fellow participants. Alert EERI staff if you notice a dangerous situation or someone in distress.
- Abide by the rules and regulations of any digital or virtual platform, physical venue, or any other location associated with an EERI activity or event.

UNACCEPTABLE BEHAVIOR

Unacceptable behavior includes but is not limited to:

- Harassment, intimidation, or discrimination in any form.
- Offensive comments, either verbally or through any other communication channel, related to gender, gender identity, sexual orientation, disability, physical appearance, medical condition, body size, race, marital status, religion, national origin or any other protected characteristic.
- Threats (implied or real) of physical, professional or financial harm.
- Intentional, uninvited physical contact of any form.
- Behavior that is in violation of EERI expectations for professional conduct and the established ethics policies of one's home institution.
- Harassing, threatening, or offensive images, actions, gestures, or other behavior that are visible or audible to participants or presenters.

CONSEQUENCES

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- EERI may take actions deemed necessary and appropriate, including but not limited to immediate removal from the event, session, or platform without warning. Suspension or termination of membership in EERI, denial to participate in future EERI activities or events, or other action(s) may be taken at EERI's sole discretion, depending on the severity of the unacceptable behavior. EERI reserves the right to report the circumstances to the appropriate authorities, including but not limited to the police and/or the involved party's home institution(s).
- Reports or evidence of past allegations or institutional proceedings resulting in a finding of professional misconduct, or any current formal complaints related to professional conduct, even if the matter is still pending, may be grounds for: (i) ineligibility or removal from EERI leadership positions; or (ii) ineligibility or rescindment of an EERI honor, award, or recognition.

REPORTING

If you experience or witness behavior that constitutes an immediate or serious threat to public safety, call 911 immediately. Take actions necessary to maintain your own personal safety first.

If you experience or witness unacceptable behavior, or have any other concerns, please contact EERI staff members Heidi Tremayne (heidi@eeri.org) or Maggie Ortiz-Millan (maggie@eeri.org). If you are more comfortable submitting a report online (including anonymously), please do so using this online form: <https://forms.gle/c2nckLER7hyxGDT17>

Please be assured that all complaints will be treated seriously and responded to promptly. We will make every effort to treat reports as confidential to the extent possible to allow EERI to assess the incident. Any actions taken following a report will depend on an investigation. Based on the nature of the incident, action(s) may occur during or following the event.

If possible, provide the following information:

- Identifying information (name/badge number, appearance) of the participant doing the harassing
- The behavior that was in violation
- The approximate time of the behavior
- The circumstances surrounding the incident
- Other people involved in or witnessing the incident

EERI staff are trained on how to deal with the incident and how to further proceed with the situation. If needed or requested, staff will help participants contact local law enforcement, venue security, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

FALSE REPORTING

Knowingly making a false accusation of harassment, discrimination, or retaliation, or knowingly providing false information in the course of an investigation of a report, may be grounds for appropriate disciplinary action. A complaint made in good faith, even if found to be unsubstantiated, will not be considered a false accusation.

RETALIATION

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation and is strictly prohibited. Acts of retaliation should be reported immediately and will be promptly addressed.