

# COMMUNITY STANDARDS

## Welcome to Jefferson Lab!



Everyone at Jefferson Lab has a responsibility to foster an environment where all employees, users, students, guests, visitors and subcontractors feel welcome and supported in advancing the lab's mission.

We'd like to take a moment to familiarize you with our Community Standards. Jefferson Lab actively promotes a harassment-free experience for all.

While it is not possible to provide a complete list of the types of improper behavior below, prohibited conduct includes, but is not limited to:

- Obscene or abusive language
- Bullying or deliberate intimidation
- Disrespectful or offensive comments/gestures
- Displaying or circulating sexually suggestive materials
- Inappropriate physical contact
- Stalking/following
- Unwelcome sexual attention or advances
- Violating security or environment, safety and health rules

Everyone is expected to model professionalism and respectful behavior at all times. Failure to adhere to these Community Standards may result in being barred from further lab events; suspension of site access, including housing at the SURF residence facility; and/or removal from the site.

If you or someone else feels uncomfortable in the workplace, or if you believe you have been subjected to a hostile or harassing environment or have any related concerns, please contact the Jefferson Lab Ethics Officer, Rhonda Barbosa, immediately at [rbarbosa@jlab.org](mailto:rbarbosa@jlab.org) or via the Lab's Ethics Hotline at [jsaepc.ethicspoint.com](https://jsaepc.ethicspoint.com). Alternately, you may contact your sponsor.