

The Computing Research Association (CRA) Code of Conduct

CRA is committed to uniting industry, academia, and government to advance computer science research to positively impact the world. Key to this commitment is increasing the success and participation of computing researchers. CRA recognizes the inherent worth and dignity of every individual and group to contribute to its mission. CRA embraces and encourages diversity and inclusion.

To achieve its mission, CRA provides a safe and welcoming environment, free from discrimination and harassment, for *all participants* in *all* CRA sponsored *activities*. Participants include, but are not limited to, attendees, sponsored attendees, guests, speakers, CRA staff, external vendors, sponsors, CRA board members, CRA committee members, CRA committee board members, faculty mentors, and student mentees. CRA sponsored activities include, but are not limited to, its workshops, conferences, Research Experiences for Undergraduates, board meetings, CRA's work environment, all ancillary social gatherings, and on-line communications, including email and social media, and verbal communications to organize or otherwise contribute to these activities.

All CRA activity participants are required to treat each other with respect in all their *behavior*, e.g., speech, actions, and on-line communications. CRA prohibits discrimination, harassment, or retaliation.

Unacceptable behavior

Unacceptable behavior at CRA activities includes, but is not limited to

Discrimination Any behavior that discriminates, abuses, offends, or denigrates other participants based on race, ethnicity, national origin, age, gender, gender identity, sexual orientation, marital status, parental status, disability, appearance, political affiliation, religion, veteran status, or any other personal characteristic or identity.

Sexual and physical harassment Any unwelcome verbal, physical, conduct of a sexual nature, or conduct of a perceived sexual nature. For example, propositions, comments on physical appearance, offensive sexual comments, promises of favors for sexual activity, physical threats, touching, sexual assault, physical assault, and displaying of sexual images.

Harassment Any behavior directed at individuals that intimidates, abuses, offends, disrupts, denigrates, creates psychological, physical or physiological fear, bullies, stalks, records, or in any way interferes with these individuals' participation or responsibilities at CRA activities.

Retaliation any harassment directed at individuals who report or bear witness to violations or investigations of potential violations of the CRA Code of Conduct, or falsely reporting violations of the CRA Code of Conduct.

Be thoughtful in all your communications. “Having no intent to offend” and “joking” do not make unacceptable behavior acceptable.

Consequences of unacceptable behavior

Participations in CRA activities is considered a privilege, not a right. CRA reserves the right to

- remove individuals from any CRA activity without warning and without reimbursing or refunding meeting participation costs;
- prohibit individuals from participating in future CRA activities;
- remove individuals from CRA leadership positions; and
- prevent individuals from deriving benefits from CRA activities.

In addition, if it comes to CRA’s attention that someone is under investigation or has been judged by their home institution or any legal body for actions and/or behavior outside of CRA sponsored activities that do not align with the intents and purposes of the CRA code of conduct, CRA may temporarily or permanently apply these consequences.

Reporting of and responses to unacceptable behavior

Targets of unacceptable behavior should first take appropriate actions to ensure their immediate safety.

Targets of unacceptable behavior should contact CRA staff and designated participants in person at on-going CRA activities or by phone or email. CRA will post the designated people and contact information for each CRA activity and additional details on reporting at [this website](#). These designated individuals may take immediate action on verbal reports of unacceptable behavior, such as removing an individual who may have violated the code of conduct from the CRA activity.

Targets and witnesses of unacceptable behavior are encouraged to [file a formal complaint](#) with CRA using the designated process.

CRA requests all participants to act if you notice a dangerous situation and to report violations of this code of conduct.