

## The MIT Sloan Space Industry Club Code of Ethics and Professional Conduct

The MIT Sloan Space Industry Club (SIC) strictly adheres to the professional code of conduct standards contained in [MIT's Mind and Handbook](#). All undergraduate and graduate students are subject to these standards. The SIC is committed to its diversity principles that foster inclusivity across the following:

- Age
- Gender
- Sexual orientation
- Race
- Class
- Nationality
- Disability
- Faith

SIC is strongly committed to supporting and promoting diversity and inclusiveness within the space community, within the SIC team, the New Space Age Conference (NSAC) management team, and all delegates attending SIC events on and off campus. SIC is dedicated to organizing, hosting, and facilitating events at which everyone can participate in an inclusive, respectful, and safe environment. SIC events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all other participants attending or involved with any SIC event or activity. At SIC events and in SIC virtual environments, it is SIC's top priority to ensure a safe, healthy, discrimination-free atmosphere that openly accepts all individuals regardless of age, ethnicity, race, religion, nationality, sexual orientation, gender, gender identity, gender expression, or any other group identity. This policy applies to all SIC activities and associated persons, including:

- SIC leadership team meetings
- SIC members conference staff planning NSAC
- NSAC panelists and guests
- NSAC sponsors
- Verbal, written, and electronic exchanges among NSAC guests
- Panelists, moderators, and convenors of SIC events including NSAC
- SIC members
- Publications and communications sent through SIC communication channels and carried out in the context of SIC activities

## Code of Conduct

The Space Industry Club expects its staff, members, volunteers and event participants to be guided by the highest standard of ethics, to communicate professionally and constructively, whether in person or virtually, handling dissent or disagreement with courtesy, dignity and an open mind, being respectful when providing feedback, and being open to alternate points of view.

### Unacceptable Behavior

The SIC has **a zero tolerance policy** on the harassment of SIC members, SIC staff, or other persons involved in any SIC events, activities, and communications. **Any** improper or unwelcome conduct that might reasonably be expected or is reasonably perceived to cause offense or humiliation to another person is prohibited at SIC events or activities. Amongst unacceptable behaviors at any SIC activity or event are:

- Abuse: any action directed at an individual that interferes substantially with that person's participation or causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- Discriminatory harassment: includes offensive verbal or written comments and negative behavior, sustained disruption of talks or other events, either in real or virtual space, including those that are related to or are based upon gender, age, nationality, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, relation or other group identity.
- Sexual harassment: any unwelcome conduct of a sexual nature that might reasonably be expected or is reasonably perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal, or physical nature, including written and electronic communications

All SIC events strictly abide by the ethics and code of conduct principles provided by the Institute Discrimination and Harassment Response Office (IDHR). All members of the MIT community including administrative staff, faculty members, graduate students and undergraduate students.

If any form of unacceptable behavior is reported to the SIC team, the individual will be removed from the SIC events, future events, mailing list, etc.

**Our contact information:**

## Reporting misconduct at MIT

All MIT community members are encouraged to report concerns regardless of when or where the incident occurred or who was involved. Whether or not the conduct at issue may be subject to MIT's jurisdiction for disciplinary action, supportive measures and resources are available to members of the MIT community impacted by discrimination, discrimination harassment, and bias. To learn more about supportive measures click [here](#).<sup>1</sup>

<p>Contact IDHR directly at <a href="mailto:idhr@mit.edu">idhr@mit.edu</a> or</p> <p>(617) 715-4080</p> <p>W31 120 Massachusetts Ave Cambridge MA 02139</p>	<p>An IDHR staff member will contact you to schedule a time to meet or talk. IDHR can provide information on available resources, (on or off-campus); discuss the informal/adaptable resolution process, and explain the procedure for formal investigations.</p>
<p><a href="#">Submit the IDHR Incident Report Form</a></p>	<p>You can submit this form to let IDHR know about an incident of discrimination or discriminatory harassment. You may submit this form anonymously. This is not a formal complaint.</p>
<p><a href="#">File a Formal Complaint</a></p>	<p>A formal complaint begins the complaint resolution process. IDHR handles formal complaints of discrimination or discriminatory harassment.</p>

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<sup>1</sup> Reporting to MIT <https://idhr.mit.edu/reporting-options/reporting-MIT>

See reporting procedures at:

**Prohibited discrimination and discriminatory harassment that you can report through these forms include:**

- Discrimination on the basis of a protected class (i.e. race, color, sex, sexual orientation, gender identity, pregnancy, religion, disability, age, genetic information, veteran status, or national or ethnic origin)
- Racist Conduct
- Harassment on the basis of a protected class
- Sexual Harassment
- Sexual Assault
- Intimate Partner Violence
- Stalking
- Violence on the basis of a protected class
- Retaliation regarding discrimination on the basis of protected class<sup>2</sup>

## Emergency Contacts

- MIT Police: 617-253-1212
- Urgent Care: 617-253-4481
- Dean on Call: 617-253-1212\*



*\*Dean on Call reached via MIT Police*



<u><a href="#">Police</a></u>	<i>The MIT Police are the primary contact for all emergencies on campus. You should contact the MIT police with any allegations of criminal activity. You can call 616-253-1212 for emergencies or 617-253-2996 for non-emergencies.</i>
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<sup>2</sup> <https://idhr.mit.edu/submitincidentreport>

# Additional resources

<p>Student Respondent (Accused) Sexual Misconduct Confidential Resource Provider</p>  	<p><b>The Sexual Misconduct* Confidential Resource Provider is only confidential for sexual misconduct concerns or experiences. If you're looking for a confidential resource to discuss other issues, please consider one of the other confidential resources above.</b></p> <p><b>Materials for Sexual Misconduct Confidential Resource Providers</b></p>	<p><b>Kate McCarthy</b> <a href="mailto:kmcc@mit.edu">kmcc@mit.edu</a></p>
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<p>Employee Sexual Misconduct Confidential Resource Provider</p>  	<p><b>The Sexual Misconduct* Confidential Resource Provider is only confidential for sexual misconduct concerns or experiences. If you're looking for a confidential resource to discuss other issues, please consider one of the other confidential resources above.</b></p>	<p><b>MIT Central HR has designated staff to serve as Sexual Conduct Confidential Resource Providers for employees. Lianne Shields serves as the liaison.</b></p>
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	<p><u>Materials for Sexual Misconduct Confidential Resource Providers</u></p>	<p>Lianne Shields <a href="mailto:ishields@mit.edu">ishields@mit.edu</a></p>
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**\*Sexual Misconduct Resource Providers assist with matters of sexual misconduct involving faculty, staff, and students, specifically including P&P, Section 9.4.1 Sexual Harassment, Section 9.4.1.2 Sexual Misconduct, Section 9.4.1.3 Gender-Based Harassment, Section 9.4.1.4 Title IX Sexual Harassment, and Section 9.4.2 Stalking; and Mind & Hand Book, Section II(11): Harassment (based on gender, sex, sex-stereotyping, sexual orientation, gender identity, or pregnancy); Section II(17): Intimate Partner Violence; Section II(23): Sexual Misconduct; Section II(24): Stalking; and Section II(28): Title IX Sexual Harassment.**