

Code of Conduct

The Lunar Surface Innovation Consortium (LSIC) stands at the intersection of government, industry, nonprofit organizations, and academia, and is inherently interdisciplinary and diverse. Being comprised of and serving such a broad community, we are dedicated to creating an inclusive environment for **all** members. We are united by the LSIC charter, and we celebrate our differences. Articulating our values and accountabilities to one another reinforces our respect and provides avenues to adjust our culture in order to maintain our ambitious goal. We commit to embody this code as our team and mission grows.

The code of conduct applies to interactions between LSIC members in our shared professional lives, including in-person events and online spaces. If the code is revised, all changes will be shared with the entire LSIC community.

Expected Behaviors

1. Be respectful of your colleagues regardless of race, ethnicity, religion, color, national origin, age, disability (physical or mental), sexual orientation, gender identity, parental status, marital status, career status, or political affiliation as well as gender expression, mental illness, socioeconomic status or background, neuro(a)typicality, or physical appearance. Remember that we work better because of our differences, not despite them.
2. Be supportive of your colleagues by proactively and responsively encouraging participation from all members, especially junior members with limited exposure otherwise.
3. Be committed to constructively resolving disagreements using respectful, clear, and constructive language, while remaining focused on goals and values.
4. Be inclusive in communication, deliberately explaining or avoiding slang, acronyms, and jargon. Avoid exclusionary language and microaggressions.
5. Be collaborative by involving, when possible, the broader LSIC community in brainstorming, research sessions, code reviews, planning documents, etc.
6. Be respectful and compassionate in all forms of communication; when possible use video in remote communication, where opportunities for misunderstanding are greater.
7. Take care of fellow members by checking in and following up with colleagues when incidents arise.
8. Take responsibilities for mistakes, being explicit in apologizing and remedying them. Be receptive rather than defensive to feedback.

9. As much as possible, attend and participate in relevant meetings and at all times engage with expedient communication and feedback.
10. Maintain the highest standards of integrity in all arenas, including proprietary information, intellectual property, and international regulations.
11. Be accurate in outward facing communication; participation in the LSIC does not enable you to speak on its behalf.

Corrective Actions and Resources

These guidelines are ambitious, and we're not always going to succeed in meeting them. When something goes wrong—whether it's a microaggression or an instance of harassment—there are a number of things you can do to make sure the situation is addressed. In all cases, we will make every effort to stay in clear communication with anyone who reports a problem, maintaining confidentiality as much as is possible.

1. **Address it directly.** Address smaller issues before they become persistent or escalate. For incidents that can be settled with a brief conversation, contact the person in question or set up a video chat. If you are uncomfortable communicating directly, you may talk to your focus lead.
2. **Talk to your focus lead.** Your LSIC lead is familiar with group dynamics and in communication with the LSIC leadership. Enlist their help if you feel uncomfortable or unsafe. Your lead will help ensure that conflicts don't interfere with your work.
3. **Talk to a member of the LSIC leadership.** The LSIC takes your concerns seriously and will figure out what steps to take next. If escalation is necessary, engage with the LSIC leadership.
4. **Talk to us about the Code of Conduct itself.** If you feel that the code is insufficient or inappropriate, reach out to the LSIC team and we will discuss potential modifications to address community concerns.

Repeated or severe violations of this code will be addressed by the Executive Committee and LSIC leadership and can lead to disciplinary actions up to removal of membership and notification of a member's host institution.