

AEROMMA/CUPiDs Anti-Harassment Statement

The AEROMMA/CUPiDs leadership recognizes there is a long history of issues related to harassment during field work in the geosciences and there is a need to ensure inclusion, equity, and fairness in field environments.

Since AEROMMA/CUPiDs unites scientists from different institutions and countries we rely on support for anti-harassment from each institution involved in the field campaign. Please find below statements and links to anti-harassment and diversity and inclusion policies for the participating organizations in AEROMMA/CUPiDs.

NOAA:

“This is a reminder that workplace harassment, including bullying, offensive comments/conduct, and discrimination based on race, color, religion, sex, and sexual orientation including gender identity, national origin, age, disability, and genetic information, is strictly prohibited and will not be tolerated.” – Steven Thur, Anti-Harassment Policy Statement

More information including how to report harassment:

<https://www.noaa.gov/inclusion-and-civil-rights>

Point of Contact(s): Matthew Coggon (matthew.m.coggon@noaa.gov)

Ann Middlebrook (ann.m.middlebrook@noaa.gov)

Alan Brewer (alan.brewer@noaa.gov)

University of Colorado and Cooperative Institute for Research in Environmental Sciences:

“The University of Colorado Boulder (“CU Boulder”) is committed to providing an inclusive environment where all individuals can achieve their academic and professional aspirations free from discrimination, harassment, and/or related retaliation based upon protected classes.” – [Discrimination & Harassment Policy](#)

More information including how to report harassment:

<https://www.colorado.edu/oiec/>

Point of Contact(s): Caroline Womack (caroline.womack@noaa.gov)

Sunil Baidar (sunil.baidar@noaa.gov)

NASA:

“NASA remains committed to providing a work environment free from harassment and to preventing harassing conduct as early as possible, before it can become pervasive or severe.” – [NASA Policy Statement on Anti-Harassment](#)

More information including how to report harassment:

<https://www.nasa.gov/centers/hq/eodm/anti-harassment>

Point of Contact(s): Laura Judd (laura.m.judd@nasa.gov)

California Institute of Technology:

“Harassment in any form, based on any of the following protected characteristics and protected activities (“protected characteristics”), is unlawful and is strictly prohibited at all times” – [Unlawful Harassment Caltech Institute Policy](#)

More information including how to report harassment:

<https://titleix.caltech.edu/resources/policies>

City College of New York:

“The City College of New York is committed to a policy of equal employment and equal access in its educational programs and activities. Diversity, inclusion, and an environment free from discrimination are central to our mission.” - [Mission Statement](#)

More information including how to report harassment:

<https://www.cuny.cuny.edu/affirmativeaction>

Colorado State University Department of Atmospheric Sciences:

“All members of our community regardless of race, ethnicity, culture, religion/beliefs, sexual orientation, gender identity and expression, physical ability, age, socioeconomic status, or nationality are welcome as equal contributors. We value, appreciate, and embrace diversity, and we believe that diversity on our campus strengthens our entire scientific community.” – [Colorado State University Department of Atmospheric Science: Code of Conduct](#)

More information including how to report harassment:

https://www.atmos.colostate.edu/documents/ATS_Code-of-Conduct_Final_Version.pdf

Environment and Climate Change Canada (ECCC):

“ECCC has shaped a new path forward for fostering an inclusive, healthy and respectful workplace where a diverse and representative workforce can achieve excellence.” - [Environment and Climate Change Canada Letter on Implementation of the Call to Action on Anti-Racism, Equity and Inclusion](#)

More information including how to report harassment:

<https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service/letters-implementation/2/environment-climate-change-canada.html>

Forschungszentrum Jülich:

“We see this sum of differences between people—which we refer to as “diversity”—as an irrefutable fact. ... We view inclusion as the act of shaping our organizational culture so all persons are taken into consideration and have the same opportunities to exercise their influence, participate, and continue to develop as individuals.” – [Helmholtz Guideline on Diversity and Inclusion](#)

More information including how to report harassment:

<https://www.fz-juelich.de/en/bfc/focus/gender-equity>

<https://www.fz-juelich.de/en/bfc/focus/diversity-inclusion>

Georgia Institute of Technology:

“The Georgia Institute of Technology (Georgia Tech) is committed to equal opportunity, a culture of inclusion, and an environment free from discrimination and harassment in its educational programs and employment.” - [Equal Opportunity, Nondiscrimination, and Anti-Harassment Policy](#)

More information including how to report harassment:

<https://titleix.gatech.edu/equal-opportunity-nondiscrimination-and-anti-harassment-policy>

Princeton University:

“Princeton University is committed to creating and maintaining an educational, working, and living environment free from discrimination and harassment as described in this policy. Princeton University’s policy prohibits such discrimination and harassment and applies to everyone in the University community.” – [Policy on Discrimination and/or Harassment](#)

More information including how to report harassment:

<https://inclusive.princeton.edu/addressing-concerns/bias-discrimination-harassment>

Purdue University:

“Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment.” - [Anti-Harassment Policy](#)

More information including how to report harassment:

Specifically, see Earth, Atmospheric, and Planetary Sciences (EAPS) [Code of Conduct](#)

Generally, see <https://www.purdue.edu/harassment/>

University of Pittsburgh:

“The University does not tolerate discrimination, harassment, or retaliation on these bases and takes steps to ensure that students, employees, and third parties are not subject to a hostile environment in University programs or activities.” - [Notice of Nondiscrimination and Anti-Harassment Policy Statement](#)

More information including how to report harassment:

<https://www.diversity.pitt.edu/civil-rights-title-ix-compliance/policies-procedures-and-practices/anti-harassment-policy-statement>

University of Vienna:

“All members of the University – students as well as employees – have the right to be treated in a way that their dignity and personal integrity remain untouched. Mutual appreciation and respect are fundamental for equal opportunities and for a positive and motivating work and study environment, where everybody can develop further professionally and academically.” - [Sexual harassment at the University of Vienna](#)

More information including how to report harassment:

<https://personalwesen.univie.ac.at/en/gender-equality-diversity/sexual-harassment-bullying-office/>

University of Wisconsin and Space Science and Engineering Center:

“It is the policy of the Board of Regents that the University of Wisconsin System maintain an academic and work environment free of discrimination, discriminatory harassment, or retaliation for all students and employees.” - [Discrimination, Harassment, and Retaliation](#)

More information including how to report harassment:

Specifically, see the Atmospheric, Oceanic and Space Sciences (AOSS) [Inclusion Code of Conduct](#).

Generally, see <https://compliance.wisc.edu/civil-rights/>

Point of Contact(s): Brad Pierce (rbpierce@wisc.edu)