UC **SANTA BARBARA**
Kavli Institute for
Theoretical Physics

Your continued access to KITP activities is contingent upon you abiding by the KITP Code of Conduct in all KITP spaces – Kohn Hall, Residence and Online.

KITP Code of Conduct

- Participants, including faculty, staff and visitors, will conduct themselves in a professional manner that is welcoming, inclusive, and free from any form of disrespect, intimidation, bullying, discrimination, harassment, and retaliation.
- Participants will treat each other with civility and respect to create a collegial and professional environment where all voices and perspectives can be heard irrespective of biases, known and unknown. Creating a supportive environment is the responsibility of all participants.
- Participants will avoid taking inappropriate actions or making statements based on characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, occupation, seniority or any other characteristic protected by law.
- Leaders in meetings and social events bear the responsibility to ensure that conduct is appropriate. If a participant observes inappropriate comments or actions, intervention is appropriate if it respects all parties.

Code of conduct violations may be reported to any of the following KITP Staff:

- Lars Bildsten, Director – bildsten@kitp.ucsb.edu
- Mark Bowick, Deputy Director – bowick@kitp.ucsb.edu
- Lisa Stewart, Chief Administrative Officer – lisa@kitp.ucsb.edu
- David Kaczorowski, Program Manager – davidk@kitp.ucsb.edu