

KITP Code of Conduct

To be a KITP participant, you must abide by the KITP Code of Conduct in all KITP spaces – Kohn Hall, KITP funded housing, and all KITP events.

- Participants, including faculty, staff and visitors, will conduct themselves in a professional manner that is welcoming, inclusive, and free from disrespect, intimidation, bullying, discrimination, personal attacks, harassment, and retaliation.
- Participants will create a collegial and professional environment where all voices and perspectives can be heard. Repeated or sustained disruption of talks or events is not tolerated.
- Participants will not take inappropriate actions or make offensive 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 ensure that conduct is appropriate. If a leader observes inappropriate comments or actions, they should intervene.
- Violations may result in immediate dismissal.

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