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Wide-field Spectroscopic Telescope (WST)

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1. Wide field Spectroscopic Telescope Consortium

The Wide field Spectroscopic Telescope (WST) Consortium is a large, international collaboration composed of people from 26 research institutes and universities across 9 different European countries and Australia, with different backgrounds, cultures and nationalities, at multiple career stages and working across multiple time zones. We embrace the diversity of our community and recognize that our differences are a source of strength for achieving scientific excellence and service to the astronomical community.

In this context, the WST consortium is dedicated to fostering a professional, respectful, and inclusive environment that enables broad participation and values contributions across all roles, backgrounds, and career stages. We believe scientific excellence is best achieved when all members are empowered to engage fully and equitably. A collaborative culture grounded in trust, and mutual respect drives innovation, creativity, and productivity. Given the long-term nature of this project, the WST consortium will pay particular attention to ensuring fair treatment and equitable engagement for students, early-career researchers, and individuals from marginalized groups, who may be especially vulnerable to power imbalances and barriers to access resources and give these individuals the space and opportunities to grow in their careers.

To support these goals and the well-being of our diverse community, WST endorses the professional and research conduct standards detailed in this Code of Conduct, to which all members of the WST consortium are expected to adhere. This Code applies to all professional interactions among WST members or external personnel, including but not limited to:

- Professional meetings, workshops, and conferences, whether in person or online;
- Online communications through e-mails, Slack's platform-based interactions, discussion forums, zoom, teams, and social media;
- Social events interactions, whether formal or informal.

2. Code of Conduct of the WST Consortium

We affirm the following shared values, which guide our behavior and interactions:

- **Respect:** Respect must be demonstrated through behavior, attitude, language, and tone. We honor alternate viewpoints as opportunities for discussion and learning, even when we disagree. All individuals deserve to be heard and treated with dignity and civility. As members of WST, we pledge to treat all individuals with dignity and respect, and maintain a harassment and bullying-free environment.
- **Integrity and Honesty:** Trust within our community is built upon honesty and integrity. These principles must guide both personal and organizational conduct in all matters, including research, collaboration, and communication.
- **Equity, Diversity, and Inclusion:** We recognize and value the diverse identities, experiences, and perspectives within the WST consortium. We strive for an environment that encourages the free exchange of scientific ideas and ensures equitable access to opportunities, resources, and fair treatment for all regardless of gender, race, ethnicity, nationality, religion, caste, age, marital or caregiver status, sexual orientation, gender identity or expression, disability, or any other characteristic unrelated to scientific merit. Our differences are a strength that drives innovation, creativity, and discovery.
- **Belonging:** As members of WST, we commit to create and uphold a work culture where all individuals feel safe, respected, and empowered to contribute and express diverse perspectives without fear of exclusion, reprisal or marginalization within and beyond the collaboration.

- **Accountability:** Each member is personally responsible for upholding the standards of our community. Accepting accountability is the foundation for successful outcomes for individuals, teams, and the collaboration as a whole.

These principles articulate our collective responsibility to maintain a healthy and effective research environment:

- **Scientific Integrity**: All WST members are expected to conduct research with the highest standards of ethics, transparency, and collaboration. This includes maintaining well-documented practices, respecting intellectual property, and ensuring that credit is appropriately given. WST fully endorses the principles outlined in the European Code of Conduct for Research Integrity [1], and encourages all members to consult this document for guidance on good research practices, including reliability, honesty, respect, and accountability.
- **Shared Responsibility:** All WST members share responsibility for creating and sustaining a positive and collaborative climate. As members of a global scientific community, we are accountable to one another and to the integrity of our shared work.
- **Open and Equitable Participation:** All members participate and contribute on equitable terms. Research, collaboration, and interactions must occur in an atmosphere of mutual respect and professionalism.
- **Recognition and Credit:** We affirm the importance of giving appropriate and fair credit across all venues, including publications, presentations, and internal collaboration communications. Members should follow citation and acknowledgement requests, and as authors, clearly communicate how they wish their own work to be credited.
- **Transparency and Openness**: Research within the WST consortium should be conducted as openly as possible and shared in a timely and equitable manner with all relevant members. To foster trust and inclusive participation, key decisions and updates should be communicated in advance of deadlines with reasonable time for feedback and response. Communication timelines should account for members' varied responsibilities, including caregiving, part-time roles, illness, or other personal constraints that may affect availability.
- **Work/Life Balance**: WST recognizes the diverse responsibilities and time zones across its membership. Meetings should be scheduled, whenever possible, within regular working hours for participants. Communications should not imply an expectation of response outside of a member's normal working hours or during leave, except in well-justified emergencies.
- **Inclusive Dialogue and Acknowledgment:** We recognize that diverse perspectives enrich our collaboration. All discussions, including scientific debates, must be conducted with civility and care, ensuring that all voices are heard and valued. All WST consortium members are expected to engage in respectful dialogue, listen actively, and take proactive steps to support equitable participation.

Harassment and Discrimination: We do not tolerate any form of harassment or discrimination, whether verbal, non-verbal, physical, or digital, including but not limited to:

- **Sexual Harassment**: Unwelcome sexual advances; inappropriate physical contact; lewd or suggestive comments; distribution of sexually explicit or suggestive materials; or the creation of a hostile environment through sexually oriented conduct.

- **General Harassment**: Derogatory comments, slurs, threats, or visual/verbal content targeting personal identity characteristics. This includes racist, sexist, homophobic, transphobic, ableist, or xenophobic behavior.

- **Discriminatory Conduct**: Any behavior that undermines equal treatment and opportunity based on protected characteristics such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation as outlined in Article 21 of the Charter of Fundamental Rights of the European Union [2].

The impact of behavior, not the intention, is the primary consideration in evaluating potential violations. All covered individuals (collaborators, employees, visitors, and stakeholders) are expected to uphold these standards and are subject to appropriate disciplinary measures if found in violation.

Bullying: Bullying is strictly prohibited. It is defined as unwelcome or unreasonable behavior that demeans, intimidates, humiliates, or sabotages the work of others. Bullying can be persistent or a single egregious act, and may include:

- **Verbal bullying**: Insults, name-calling, malicious jokes, or repeated, hurtful teasing.
- **Physical bullying**: Threats or acts of physical aggression or property damage.
- **Gestural bullying**: Threatening body language or facial expressions.
- **Social or professional exclusion**: Intentionally isolating individuals from collaboration-related activities.
- **Work sabotage**: Actions that deliberately undermine or interfere with someone's professional contributions.

Scientific Integrity: Fabrication or falsification of data, selective reporting intended to mislead, plagiarism (including in internal communications), and the unauthorized use or misappropriation of unpublished data or research results are all considered forms of scientific misconduct and will not be tolerated. Violations of scientific integrity, such as failure to comply with publication policies or misrepresentation of authorship, will be subject to investigation and appropriate consequences. While honest errors are an inherent part of scientific work, they must be promptly acknowledged and corrected once identified. It is not unethical to be wrong, only to ignore or conceal the mistake.

3. Face-to-Face and Online Code of Conduct Guidelines

3.1 Meetings, Conferences and Workshops

Members of the WST consortium engaging in collaboration for project's meetings, conferences or workshops, whether in person, online or hybrid, must abide to the principles outlined in the WST Code of Conduct. Certain aspects of the Code such as professional behavior, communication norms, and inclusive practices, become especially relevant in context with in-person settings. All attendees at WST-sponsored meetings are required to agree to the **Meeting Code of Conduct** during registration. To support accessibility and integration of its principles, a one-page summary of the WST Code of Conduct, intended for inclusion in the Meeting Code of Conduct, is provided in Appendix 1 (this document). The key principles of the Code of Conduct will be also made available in one-slide format to facilitate use in various settings, including but not limited to WST-related meetings (see Sect. 5 and Appendix 1 of this document).

For WST-specific sessions held within larger events or assemblies that have their own Codes of Conduct, participants are expected to adhere to the event's Code of Conduct. This Code outlines expectations for conduct, communication, and inclusion throughout the meeting. WST and local organizers are committed to ensuring that meetings are productive, respectful, and welcoming for all participants. Harassment, discrimination, and any form of abusive behavior will not be tolerated.

By attending a WST-sponsored meeting, participants agree to:

- **Behave professionally and respectfully.** Offensive, exclusionary, or demeaning comments or jokes related to personal attributes are not appropriate.

- **Respect all identities.** Protected personal attributes include (alphabetically): age, caste, disability, ethnicity, gender, gender identity and expression, lactation, native language, nationality, physical appearance, political affiliation, pregnancy, race, religion, sexual orientation, socio-economic background, and caregiver status (including parenthood).

- **Avoid unacceptable behavior.** This includes but is not limited to: sustained disruption of talks, unwelcome physical contact or sexual attention, intimidation, stalking, and recording individuals without consent. Photography of speakers may be permitted only during their talks, unless otherwise indicated.

- **Communicate appropriately.** Sexualized language or imagery is not acceptable. Presentations and discussions should be suitable for a diverse, professional audience.

All participants share responsibility for creating a safe and open atmosphere that supports the free expression and exchange of ideas and are empowered to request that undesirable behavior stop. Anyone asked to cease behavior inconsistent with this policy is expected to comply immediately.

Inclusive Meeting Environment: WST is committed to creating an inclusive, accessible, and welcoming environment during events. This requires intentional design and engagement by both organizers and participants. Examples of inclusive practices include:

- Encouraging use of accessible color palettes and dyslexia-friendly fonts in presentations.

- Encouraging use of gender-neutral terms where appropriate (e.g., *they* when gender is unspecified, *chairperson* instead of *chairman*, *ombudsperson* instead of *ombudsman*) and avoid language that makes assumptions about identity, roles, or background.

- Normalizing the practice of sharing and using preferred pronouns in introductions and communications and respecting the pronouns others use.

- Providing and maintaining the use of dedicated channels (e.g., Slack or social media hashtags) to facilitate remote or asynchronous engagement with key discussions.

- Holding in-person meetings in locations where all members can participate safely and without discrimination. Meeting venues must be selected with consideration for local laws, policies, and cultural conditions that may affect the rights, safety, or dignity of attendees based on gender, sexual orientation, nationality, race, religion, or other personal attributes.

- Encouraging a hybrid component for most major meetings and events whenever feasible and non-detrimental for fostering interaction and creativity, to maximize inclusion across geographic, financial, and personal constraints, as well as minimize the impact on close environment and greenhouse gas emission. When a hybrid component is included, virtual participation must be supported with appropriate technology, a dedicated support team and engagement practices to ensure equitable access and meaningful involvement for **all** attendees, both remote and in person. When including an online component is not feasible, the consortium commits to sharing supporting material such as slides and recording where available to facilitate remote and asynchronous engagement (see also below).

- Recording of online meetings to enable asynchronous follow-up and engagement among and across working groups. Consent for recording must and will be requested at the start of each meeting to promote transparency and foster a respectful and inclusive conduct.

Principles of Engagement: To support respectful and productive collaboration, WST encourages all meeting participants to adopt the following norms of interaction:

- **Respect time limits:** Be mindful of the time allocated for your presentation or discussion, and make every effort to stay within the allotted time.

- **Raise All Voices and Share the Air:** Be mindful of who is contributing and who is not. Chairs and facilitators should actively avoid unconscious bias [4] toward dominant speakers. Sharing airtime and encouraging a range of perspectives strengthens discussions and fosters inclusion.

- **Practice patience:** Avoid interrupting or rushing responses especially when language, cultural background, or experience level may affect communication pace. Thoughtful dialogue takes time.

- **No Feigning Surprise:** Avoid acting shocked when someone expresses unfamiliarity with a concept. Comments like "You don't know what X is?" discourage learning. Instead, foster curiosity and offer explanations respectfully.

- **No "Well-Actuallys":** Avoid interrupting with minor corrections that don't contribute meaningfully. If a correction is necessary, ensure it adds value and is offered in the spirit of collaboration not self-importance.

- **Be Constructive:** Choose responses that support understanding and engagement. Demeaning or dismissive reactions can shut down dialogue. If you experience such behavior, feel empowered to address it directly or report it to the Meeting Contact Persons.

- **Be Agreeable, Even When You Disagree**: Disagreement is healthy and expected in scientific collaboration, and how we disagree matters. Criticize ideas, not people. Avoid name-calling, personal attacks, or comments about tone. If you make a mistake, acknowledge it. Apologize, reflect, and move forward. Everyone is learning.

Meeting Contact Persons: Except for WST-specific sessions held within the context of broader events or assemblies, each WST in-person meeting will include one or two designated Meeting Contact Persons who serve as accessible points of contact for Code of Conduct concerns. For smaller meetings (that is, five participants or fewer), the chairperson will act by default as Code of Conduct point of contact, with the WST Ombudspersons and EDI Working group co-chairs available to provide additional remote support if needed. They are responsible for supporting participants who experience or witness harassment, bullying, or other harmful behavior [4]; advising on how to navigate difficult situations; and, when necessary, intervening to de-escalate conflicts or take immediate action, up to and including requiring an offender to leave the meeting. With the reporting person's consent, a Contact Person may approach the individual involved, explain how their behavior is causing distress, and remind them of the Code of Conduct. For more serious cases, the Contact Person will outline available formal procedures and support the reporting individual in pursuing next steps. While anyone can encourage engagement, the decision to speak with a Contact Person always rests with the affected individual. Meeting Contact Persons are nominated by the WST Meeting Coordinators and confirmed by WST Management and the EDI Working Group. They must be members of the WST working groups/teams and/or members of the Horizon consortium, present for the entire meeting, independent of WST Management and the Collaboration Council, and well-

versed in WST policies. They are empowered to act on behalf of WST leadership during the meeting, and their decisions are final. Actions taken will be documented and reported to WST leadership for transparency and follow-up. Participants may also raise concerns confidentially with the WST Ombudspersons or initiate a formal complaint as outlined in the WST Code of Conduct Accountability and Complaints Resolution Procedure below.

3.2 Online interactions

Online interactions cover fully online and hybrid meetings, telecons and daily interaction through but not limited to Slack and emails. Online spaces are a shared resource, a place to exchange knowledge, share opinions, and participate in ongoing conversations that support collaboration and excellence. As members of the WST community, we all share responsibility for upholding the standards set out in the Code of Conduct. Concerns or infractions should be reported to the relevant work package leaders, if it is safe to do so. The Ombudspersons and co-chairs of the EDI Work Package are also available to support conflict resolution and assist in addressing these matters. In the event in which a work package leader is involved in misconduct, members are strongly encouraged to contact the Ombudspersons and/or the EDI co-chairs through direct Slack message or e-mail (see also Sect. 4 of this document regarding formal complaints procedure).

Other than the "Inclusive meeting" guidelines outlined in the previous section, the additional following guidelines help ensure that online spaces remain a constructive, inclusive, and respectful environment for public discourse:

Improve the Discussion: Before posting, consider whether your contribution adds meaningfully to the conversation. Stay on topic, be respectful, check for existing threads, and aim to help others by sharing useful insights or resources.

Flag Problems Instead of Fueling Them: work package leaders help maintain the community environment, but this responsibility is shared by all members. If you witness a violation, flag the content rather than replying, as engagement may escalate the situation.

Always Be Civil: Avoid offensive language, explicit content, harassment, impersonation, sharing private information, spam, or vandalism. These expectations are intentionally broad. When in doubt, ask yourself: *would I be comfortable seeing this post on the front page of a major news outlet?*

Share Only What You Own: Only share content you've created or have permission to use. Don't upload copyrighted material without proper rights or attribution, share methods for violating intellectual property laws, or misuse others' work, always respect licenses and give appropriate credit.

4. Accountability and Complaints Resolution Procedure

Every member of the WST collaboration shares responsibility for maintaining a constructive, inclusive, and respectful environment. Members are expected to uphold the standards outlined in this Code of Conduct, take appropriate action when witnessing violations, and report concerns to relevant leadership. Members are also encouraged to reach out to the WST EDI working group if they feel they need assistance, resources, or support in identifying potential violations of the Code of Conduct.

Actions may range from informal, private conversations to formal notification, depending on the nature and severity of the concern. Individuals asked to stop inappropriate behavior are expected to comply immediately. If concerns are raised about one's conduct, the appropriate response is to listen, reflect, and, where appropriate, offer a sincere apology. WST leadership will provide guidance and mediation when clarification will be needed.

The individual accused of a Code of Conduct violation has the right to be heard and will be given the possibility to respond to a formal complaint. If the person who submitted the complaint requests confidentiality, their identity may be withheld from the accused. This process ensures that the accused has a fair opportunity to appeal any decision. Knowingly making false accusations is itself a violation of the Code of Conduct.

In cases of serious or repeated violations, the WST EDI working group co-chairs, in consultation with relevant working group leads and the Project Office, may establish a review panel comprising three representatives from the PO and SC, assisted by one of the two EDI co-chairs, to evaluate appropriate corrective actions, including potential removal from the collaboration. While the creation of such a panel aims to increase transparency and distribute the decision-making burden more equitably, we recognize that involving multiple individuals in the review of a complaint can raise concerns about confidentiality and trust. To avoid dissuading individuals from reporting misconduct, the co-chairs of the EDI working group reserve the right to convene the panel only when deemed necessary. Members of the review panel will be selected on a case-by-case basis with careful attention to avoiding conflicts of interest (e.g., individuals should not belong to the same working group as those involved in the complaint) and with consideration of relevant experience in conflict resolution, as well as diversity aspects, including but not limited to gender balance. All panel members will be required to explicitly sign agreements committing them to uphold the highest standards of confidentiality throughout the process. Every effort will be made to protect the anonymity of the reporting individual and to maintain confidentiality at every stage of the review.

Complaint Process: Any WST member who experiences or witnesses harassment, bullying, discrimination, or any other behavior that violates this Code of Conduct is encouraged to:

- **Raise concerns directly** with the individual involved, if they feel safe doing so.
- **Report the incident** to the WST ombudsperson(s), working group leads and the co-chairs of the EDI working group. Contacting the EDI chair directly via the dedicated email address **wstwgedi@gmail.com** maximizes confidentiality as only the EDI chair has access to this address.

Formal complaints must be submitted via **wstwgedi@gmail.com**. Any message received at this address will be treated with strict confidentiality. Consent will be requested in all cases before any information is shared with the EDI co-chair, other relevant individuals, or used to classify the report as a formal complaint and before taking any further action. While the EDI chair will make every effort to respect the wishes of the reporting individual, members should be aware that, in certain circumstances (e.g., significant risk to individuals or to the collaboration), it may be necessary to share limited information with relevant parties in accordance with WST's obligations. In such cases, confidentiality will still be protected to the greatest extent possible, and the reporter will be kept informed throughout the process.

All complaints will be taken seriously and investigated promptly, with discretion and attention to confidentiality while ensuring fairness to all parties involved. Initial acknowledgment of a complaint is expected to occur within five working days of receipt. A preliminary assessment should be completed within two weeks, with a full resolution, where possible, within 30 days. If more time is needed due to complexity or the need for additional input, the reporting individual will be kept informed of the revised timeline.

Anonymous complaints cannot be formally investigated, and no inquiry that may result in sanctions will be initiated without a formal complaint.

Confidentiality: While the confidentiality of all parties will be protected to the greatest extent possible, complete confidentiality cannot always be guaranteed. The expressed

wishes of the complainant will be considered in the context of the legal and institutional obligations to take appropriate action. Details of complaints may need to be shared with individuals directly involved in the incident or the investigation, as well as relevant WST or institutional leadership, particularly if the situation impacts the integrity or functioning of the collaboration.

Retaliation: Retaliation is strictly prohibited. WST does not tolerate retaliation against any individual who makes a good-faith report of misconduct or participates in an investigation. Any member found to have retaliated against another will be subject to appropriate disciplinary action, up to and including removal from the collaboration.

Enforcement and Consequences: Following the investigation of a reported violation, if the findings indicate that corrective action is necessary, the results and proposed measures will be submitted to the Project Office for review prior to enforcement. After consultation with the Project Office, appropriate actions may be taken, including but not limited to:

- Warnings and mediation;
- Restriction of participation in collaboration activities;
- Revocation of membership privileges;
- Notification of a member's home institution;
- Termination of any contractual or volunteer role.

When the conduct in question is perpetrated by individuals who are not WST members (e.g., visitors, contractors, or collaborators from external institutions), WST reserves the right to restrict access to events, revoke collaborative privileges, or report the incident to the individual's employer or institution.

5. WST Ombudsperson Policy

Maintaining a safe, inclusive, and respectful collaboration environment within the WST Consortium is of outmost importance. To support this goal, WST members will elect three individuals to serve as Ombudspersons for a renewable three-year term. The selection process will be initiated through an open call for nominations from the community. The members of the EDI Work Package, supported by the Project Office, will review and vet the candidates. Candidates will be expected to familiarize themselves with the principles and practices outlined by the European Ombudsman [3], and, where feasible particularly depending on the availability of financial resources, complete relevant training such as the Foundations of Organizational Ombudsman Practice Course or an equivalent. Ombudspersons contact information will be accessible to all WST members, and they will be reachable through direct Slack messaging or e-mail. This information will also be made available to the wider WST science community via the WST websites (under development; link to be provided in future versions).

Ombudspersons act as independent, confidential resources for members experiencing interpersonal, group, or professional challenges within the context of WST activities. They must not hold any leadership or supervisory roles that could compromise their impartiality. The role is informed by the standards of the International Ombuds Association (IOA), with adaptations for the WST context.

Ombudspersons operate under four core principles: Confidentiality (except in cases of imminent harm or legal obligation), impartiality, independence from WST leadership, and informality—meaning they are not part of formal reporting processes and cannot receive official complaints on behalf of WST or partner institutions. They have a proven record of commitment to equity, diversity and inclusion efforts, experience in mediation and active listening, and cover a range of nationality, gender, institution type, and language background to reflect the collaboration's diversity.

Ombudspersons listen confidentially and without judgment, help individuals reframe issues and refer members to appropriate resources. They may facilitate informal conflict resolution and report anonymized trends to WST leadership to support a healthier collaborative culture. Ombudspersons are also available to members who witness concerning behavior and wish to offer or receive support. When recurring or systemic issues arise, they may surface them to leadership in anonymous form to help foster a more inclusive and responsive collaboration. However, they *do not* conduct investigations, offer legal advice, act as organizational representatives, enforce policy, or keep formal records of individual cases.

6. Access to the WST Code of Conduct

Upon its release, the agreed and signed WST Consortium Code of Conduct will be accessible through the WST Slack platform (#all-wst channel) and WST website (https://www.wstelescope.com – under: /About/ Consortium/Code of Conduct).

The key principles of the WST Code of Conduct, along with the expectations outlined in the full document, are summarized in a one-page version included in Appendix 1 (this document) to support use during meetings and events and to promote shared understanding and consistent application of our values across the collaboration. A one-slide version of this summary will also be made available on the WST Slack platform (in the #all-wst channel) and on the WST website to ensure easy access and clear communication of the WST Core Principles and Code of Conduct in a variety of contexts, including but not limited to WST-related meetings.

7. Acknowledgement

We gratefully acknowledge the efforts of the Euclid Consortium Diversity Committee (https://www.euclid-ec.org/consortium/diversity-and-conduct/) and the 4MOST collaboration (https://www.4most.eu/cms/collaboration/code-of-conduct/) in fostering inclusive scientific cultures and for making their policies available for adaptation and reuse. Their documents provided valuable starting points for this Code of Conduct, and selected passages have been adapted for inclusion here. This Code of Conduct also draws on guidance, policies, and best practices from the "Geek Feminism Wiki" an online resource for addressing systemic bias, power dynamics, and harassment in tech and research communities.

8. References

1. **ALLEA – All European Academies (2023)**. *The European Code of Conduct for Research Integrity*. Revised edition. Berlin.
   Available at: https://allea.org/code-of-conduct

2. **Charter of Fundamental Rights of the European Union**, 2012/C 326/02, *Official Journal of the European Union*, C 326, 26 October 2012, pp. 391–407.
   Available at: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A12012P%2FTXT

3. **European Ombudsman** – Glossary entry and guidance.
   Available at: https://eutraining.eu/epso-glossary/european-ombudsman

4. **Geek Feminism Wiki** – A resource for addressing systemic bias, power dynamics, and harassment in tech and research communities.
   Available at: https://geekfeminism.wikia.org

9. Appendix 1 – The WST Code of Conduct at glance

The following one-page summary distills the key principles and expectations outlined in the full WST Code of Conduct. This is intended for use during meetings and events to ensure shared understanding and consistent application of our values across the collaboration. One-slide versions of this summary will also be made available on the WST Slack platform and website to support clear and accessible dissemination of our Core Principles and Conduct in various settings, including but not limited to WST-related meetings. For more details, consult the full WST Code of Conduct available on the WST website and Slack.

Core Principles: We believe that scientific excellence is best achieved when all members are empowered to engage fully and equitably. To this end, the consortium is committed to fostering a collaborative culture grounded in trust, professionalism and mutual respect that supports broad participation and values contributions across all roles, backgrounds, and career stages. Particular attention is given to early-career researchers and individuals from marginalized groups, who may be especially vulnerable to power imbalances and barriers to access. All members of the WST consortium are expected to treat one another with dignity, respect, and civility, regardless of background, identity, or role, ensure fair access and participation, embrace diverse perspectives, and promote an environment where everyone feels safe and valued. Members are also expected to lead research and collaboration with integrity, honesty, and transparency, and to take personal responsibility for upholding the consortium's core values.

Expected Conduct: All members of the WST consortium share a collective responsibility to maintain a positive and collaborative research environment. Participation and contribution must occur on equitable terms, in a climate of mutual respect and professionalism. Members are expected to uphold scientific integrity, ensure proper attribution, and engage in all interactions with professionalism, inclusivity, and constructive intent. This includes respecting differing viewpoints and personal boundaries, creating space for equitable participation, listening actively, avoiding dominant behaviors, and supporting accessibility for all.

Prohibited Behavior: The WST consortium does not tolerate any form of harassment or discrimination, whether verbal, non-verbal, physical, or digital. This includes, but is not limited to, abusive behavior of a verbal, physical, sexual, or digital nature; bullying in the form of intimidation, exclusion, or deliberate sabotage; and research misconduct such as plagiarism, data manipulation, or unethical authorship practices. Such behaviors undermine the integrity of our collaboration and are incompatible with the principles of respect, inclusion, and scientific excellence that guide our work.

Meetings & Events: Members of the WST consortium participating in meetings, conferences, or workshops, whether in person, online, or hybrid, are expected to uphold the principles outlined in the WST Code of Conduct. To fostering an inclusive, accessible, and welcoming environment, meetings will require intentional planning and active engagement from both organizers and participants. Inclusive practices include selecting meeting locations that allow all members to participate safely and without discrimination; supporting a hybrid format for major events to maximize accessibility; using inclusive language and accessible visuals; respecting individuals' pronouns and identities; and engaging respectfully, without disruptive or offensive behavior.

Reporting & Accountability: Concerns about conduct or potential violations of the Code may be raised with the WST Ombudspersons, the EDI co-chairs, or relevant work package leads. Retaliation against individuals who report such concerns in good faith is strictly prohibited. Verified violations of the Code may lead to disciplinary actions, up to and including removal from the collaboration.