

### At the Institute of Cosmology and Gravitation, we commit ourselves to

- collaboratively building an environment where every member and visitor feels at home and is welcomed, valued and encouraged in their work;
- actively pursuing a positive attitude of respect and courtesy, treating each other with dignity and care;
- creating a workplace where all harassment, bullying and victimization are rejected;
- building together an institute where people are treated fairly and equally in relation to all of their diverse characteristics;
- pursuing science with energy, integrity and enthusiasm, rejecting unethical practices including plagiarism, inappropriate manipulation of data, and false reporting.

The ICG includes scientists from many countries, with diverse cultural and scientific backgrounds, who have come together for research and scientific discovery. The success of our institute relies on maintaining open, respectful communication and a shared commitment to a set of values that include ethical conduct, civility, inclusiveness, and diversity. We strive for a respectful and enjoyable environment for all ICG members and visitors independent of their background, and stage or path of career. ICG members should pay particular attention to ensuring positive interactions with early career researchers and support staff.

### As an institute, we are committed to the following values:

- We are committed to honesty, integrity, and the highest professional and ethical standards of conduct in our research, management, and communications.
- We are committed to respecting the spectrum of views held by our members. Each person's contribution is valued, and their opinion should be treated with civility. We strive to uphold a collegial spirit rooted in respect for all people, free of discrimination and non-inclusive behaviour.
- We strive to create a collaborative environment in which all scientists feel comfortable, free of inappropriate or offensive language or behaviour. Researchers are encouraged to associate with, discuss and collaborate with any and all of their colleagues.
- We recognize the intrinsic relationship between diversity and excellence in our institute and acknowledge that an inclusive environment creates opportunities for participation and innovation that benefits the institute as a whole.
- Members of the ICG should treat each other with equity and respect, regardless of personal attributes including but not limited to: age, breast feeding status, disability, ethnicity, gender, gender expression, gender identity, nationality, physical appearance, political affiliation, pregnancy, race, religion, sexual orientation, and status as a caregiver (including as a parent).
- At the ICG we will not tolerate verbal, non-verbal or physical harassment of any kind. This includes actions on social media. Members should be mindful that behaviours and language acceptable to one person may not be to another; members must make every effort to ensure that words and actions communicate respect for others.
- Sexual harassment is not tolerated at the ICG, including but not limited to inappropriate verbal and physical conduct, lewd comments and innuendos, unwelcome sexual advances, stalking, and requests for sexual favours.
- Bullying in any form, including but not limited to physical bullying, verbal abuse, disparagement, intimidation, exclusion, pursuing unwanted personal contact, intrusive questioning, spreading personal rumours, shouting at others, belittling others in front of colleagues, and inappropriate use of bcc or cc on emails, will not be tolerated at the ICG.
- Individuals' privacy should be respected, and other people's personal information should be kept confidential.
- As members of the ICG we will perform research in a well-documented and ethically sound manner. Falsification of data or results, plagiarism, taking credit for others' work or any other scientific misconduct will not be tolerated.

If anyone involved at the ICG perceives that a violation of any of our values has occurred, or if a disagreement among members with regard to these values arises, that member or those members are encouraged to raise the matter. They may contact the heads of department, whose roles include providing advice on possible courses of action and, if appropriate, making a recommendation for action. The members are also encouraged to contact the Athena SWAN committee, ICG's mental health first aider, the Departmental Research Degrees Coordinator, postdoctoral mentors, or line managers / supervisors. The ICG operates within the

University of Portsmouth policies and regulations, including its Dignity and Respect policy and Ethics policy for all students, staff and individuals who work within or visit the university campus. The university is an international community, multicultural and diverse, which values and celebrates all forms of differences and expects that differences will be respected and embraced. The university expects that dignity and respect towards others is demonstrated by all those who work or study at the university.