

HALO Community Code of Conduct

Version 1: October 2024

Members of the HALO Scientific Steering Committee (WLA) work together to define rules of good and professional work ethics in connection to the preparation, realization, and evaluation of HALO research missions, ensure that the members of the HALO community¹ are made aware of these guidelines and related policies and regulations, and require the HALO community to comply with them either in a face-to-face or virtual environment. This is to complement those rules of conduct and good scientific practice as defined by each community members' affiliation.

The HALO community conducts research in a highly specific workspace, while embracing diversity, demanding equality, and building capacity for the future. To achieve these, every member of the HALO research community should be able to work in a professional, respectful, and harassment-free environment.

All participants of HALO missions must be aware of the unusually high mental and physical load posed by the special every-day working conditions during a HALO deployment. This is caused by the working environment surrounding the use of a research aircraft deployed at various locations in the world and with limited available manpower, timeframes, and working space. This requires special consideration especially due to:

- high workloads in preparation of and during a research mission
- high stress and pressure to perform during a mission in combination with a limited available time frame and flight hours available to achieve the mission goals
- high dependency on working colleagues as well as on superiors and supervisors (especially for PhD students)
- separation from usual social environment, friends and/or family
- strict security requirements in and around the aircraft every mission participant has to comply to at all times
- jetlag, irregular working hours, and overtime due to limited personnel and long working hours during flight days possibly leading to irritability or erratic behavior of individuals
- limited working space in and around the aircraft in combination with limited opportunities for retreat and distance, leading to reduced privacy
- unusual working environment at the campaign location due to climate, noise, or other location-specific conditions, which can feel less formal than the usual working space

These circumstances during missions require heightened sensitivity towards the needs of other campaign participants. In this environment, but also at all other times, members of the HALO community are expected to conduct themselves with integrity, objectivity and honesty and in a manner that is professional, respectful, tolerant and responsible. The HALO community values an atmosphere based on trust, co-operation and mutual respect, both during professional and private interactions.

A zero-tolerance approach will be applied to any form of discrimination or harassment, including sexual harassment and bullying, as defined in the World Climate Research Programme (WCRP) Code of Conduct:

¹ HALO community means all natural persons participating in HALO projects.

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, religion or world view, nationality, ethnic origin, gender, gender identity and expression, sexual orientation, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person because of inter alia, an individual's gender, gender identity and expression, sexual orientation, disability, physical appearance, ethnicity, national origin, age, or religion [or world view]. Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment. Harassment or bullying may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate, or embarrass another or which create intimidating, hostile or offensive professional environment.

Sexual harassment is a specific type of prohibited conduct. It is any unwelcome conduct of a sexual nature. Sexual harassment may be any conduct of a verbal, including via electronic or telephonic means, nonverbal or physical in nature and may occur between persons of the opposite or same sex.

In the event that a member of the HALO community feels that an issue has arisen regarding disrespectful treatment, harassment, bullying, or discrimination, regardless of whether it rises to the level of breach of this conduct, or any specific stressful situation for an individual, the member is encouraged to take action to prevent harmful behavior and seek discussion in confidence, with a person of their choice, e.g., from a list of persons ("Persons of Trust") defined prior to a mission, aiming for a diverse group of individuals, including gender identification, cultural background, and status group. This list is to be defined and circulated among mission participants by the Mission PIs before the integration and deployment phase of the HALO mission.

All reports and allegations of breaches to this Code of Conduct will be handled sensitively and in confidence. The immediate priority will be to protect the privacy of the person(s) exposed to the breach of conduct and the need for further action will be assessed carefully on a case-by-case basis.

In the exceptional event of clearly disruptive, unethical, or illegal conduct, it may be reported to the HALO Scientific Steering Committee (WLA) as appropriate, and with express consent of the complainant. Once this is received, a WLA member will be appointed as point of contact, who will first discuss with the complainant on how they wish to proceed.

All parties involved are entitled to advice and support from Persons of Trust.

Specific training will be provided at the beginning of any HALO mission to prepare the Persons of Trust for their role during the deployment.

Note that this Code of Conduct applies not only to specific HALO deployments, but also any in-person meetings, teleconferences, e-mail exchanges, and other interactions in connection to HALO missions.

Through their active participation in a HALO mission or workshop any HALO community member consents to the rules and guidelines in this document.

This HALO community Code of Conduct is informed by the [DFG Code of Conduct "Guidelines for Safeguarding Good Research Practice"](#), the [AWI Code of Conduct Expeditions](#), and the [WCRP Code of Conduct](#).