

DNP DEI Committee Guidelines: Community Agreements

The DNP community endorses the commitment that all collaborations, theory or experiment, adopt and implement a community agreement.

The DNP DEI Committee strongly suggests a community agreement should

- Have flexibility to address bullying, harassment, and forms of professional misconduct which is not necessarily discriminatory
- Provide a mechanism for addressing issues between people at different institutions
- Provide a mechanism for investigations
- Have an enforcement mechanism

We encourage a similar requirement for conferences, meetings, and workshops, as well as development or clarification of policies at national laboratories which apply to users and visitors.

[Draft DNP DEI committee guidelines](#)

Why?

- Persistent issues with harassment, bullying, and other misconduct
 - Contributes to persistent underrepresentation of underrepresented minorities
- Reporting across institutions is confusing, difficult, intimidating
- Results of institutional investigations of misconduct usually confidential
- Current system unable to address serial harassers effectively
- Institutional policies, often spanning different countries, vary significantly in policies, implementation, and efficacy
- Institutional policies often emphasize punitive responses, may not address assisting the target in dealing with consequences

Abstract: Community agreements

Community agreements, also known as codes of conduct, have become more common for collaborations and conferences. These agreements are critical for forming and maintaining a productive working environment that is welcoming to all so that the community can benefit from everyone's expertise. The DNP DEI committee is working on guidelines for these agreements, as well as collecting examples that can be used as templates. We ask that the Long Range Plan endorse a requirement that both theoretical and experimental collaborations have a community agreement. We encourage a similar requirement for conferences, meetings, and workshops, as well as development or clarification of policies at national laboratories that apply to users and visitors.