



CODE OF CONDUCT



Equal Opportunity and diversity

Clubes de Ciencia Mexico (CdeCMx) provides equal opportunities to all applicants for participation. No person participating in our program is discriminated against because of age, ancestry, color, disability, gender, national origin, race, religion, or sexual orientation. This policy is intended to be a positive, forward action to improve participation possibilities for all individuals, and CdeCMx has a strong commitment to enforcing it. It requires cooperation and consideration of everyone within the CdeCMx community for it to be effective.

Harassment

Harassment, whether discriminatory or sexual, is unlawful under federal law and, as such, will not be tolerated by CdeCMx. Any CdeCMx affiliated, investigator, faculty, student, participant or visitor who harasses a member of the CdeCMx community shall be subject to disciplinary action that may include termination. Further, any retaliation against an individual who has complained about harassment or who has cooperated in an investigation of harassment is also illegal and will not be tolerated. The definition of illegal discriminatory harassment is any verbal or physical conduct which has the intent or effect of unreasonably interfering with an individual's work or academic performance or which creates an intimidating, hostile, or offensive work or educational environment. Prohibited behavior includes slurs or other derogatory comments, objects, pictures, cartoons, or demeaning gestures connected to one's membership in a protected group.

Policy on Instructor-Student consensual relations

The integrity of the instructor-student relationship is the foundation of CdeCMx's educational mission. This relationship vests considerable trust in the instructor, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between instructor and student must be protected from influences or activities that can interfere with learning and personal development.

Whenever a instructor is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose CdeCMx and the instructor to liability for violation of laws against sexual harassment and sex discrimination.

Therefore, instructors must avoid sexual relationships with students over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, instructors must not directly supervise any student with whom they have a sexual relationship. High school and undergraduate students are particularly vulnerable to the unequal institutional power inherent in the teacher-student relationship and the potential for coercion, because of their age and relative



lack of maturity. Therefore, no instructor shall have a sexual or amorous relationship with any student, regardless of whether the instructor currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.

Violence Prevention

Violence Prevention Whenever a instructor is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose CdeCMx and the instructor to liability for violation of laws against sexual harassment and sex discrimination.

Drug-free Environment

As such, CdeCMx prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance by all employees, staff investigators, visiting investigators, faculty, students, and visitors while participating in CdeCMx. All other members of the C deC Mx community are required to adhere to this policy as a condition of participating in activities and of occupying laboratories or classroom spaces of our partners.

Participants who violate this drug-free environment policy will be disciplined, which may result in termination of participation or employment. All other members of the CdeCMx community who violate this policy will be asked to leave the CdeCMx program without refund of fees and with the possibility of a ban from future use of CdeCMx's partners facilities.

Alcohol Policy

The consumption or possession of alcoholic beverages on the CdeCMx's partners' property is regulated by this policy to ensure the safety of the community and uphold the CdeCMx's reputation. No public consumption is allowed anywhere on CdeCMx's partners property.

Individuals are prohibited from reporting to program-related activities under the influence of alcohol, and people with positions that require driving as part of their duties may be removed from such positions if found to have been driving under the influence of alcohol whether on or off duty. In addition, alcohol is specifically prohibited in all course space and laboratory buildings except in specified areas and at specified events as sanctioned and approved by the program directors and coordinators. For course-related activities, a program director must be informed and in attendance. Lodging facilities will be considered a standard exception on the condition that occupants and/or their guests are of the legal drinking age (18 years) and that the occupant of record accepts responsibility for overseeing responsible use of alcohol that only moderate consumption is permitted, and that reasonable standards of conduct are maintained. Violation of the policy will lead to disciplinary action with the possibility of a ban from future participation in CdeCMx.



QUESTIONS

Any question regarding these policies may be directed to the Clubes de Ciencias Mexico at contacto@clubesdeciencia.mx

