



Establishing diversity in a team and collaboration – not that simple

19.10.2018, Christoph Rembser, CERN


total / # F in the CERN ATLAS Team

- ADE (Detectors)
 - ➔ Staff: 17 / 3
 - ➔ Fellows: 24 / 8
- ADP (Software and Computing)
 - ➔ Staff: 16 / 0
 - ➔ Fellows: 8 / 2
- ADO (Operations)
 - ➔ Staff: 32 / 7
 - ➔ Fellows: 6 / 1
- ADT (Trigger and Data Acquisition)
 - ➔ Staff: 17 / 0
 - ➔ Fellows: 7 / 1
- Total (Staff, Fellows): 127 / 22 = 17%

Important: remind constantly!

- E.g. Karl Jakobs, ATLAS Spokesperson, introductory talk to ATLAS week 8.10.2018:

The ATLAS Community



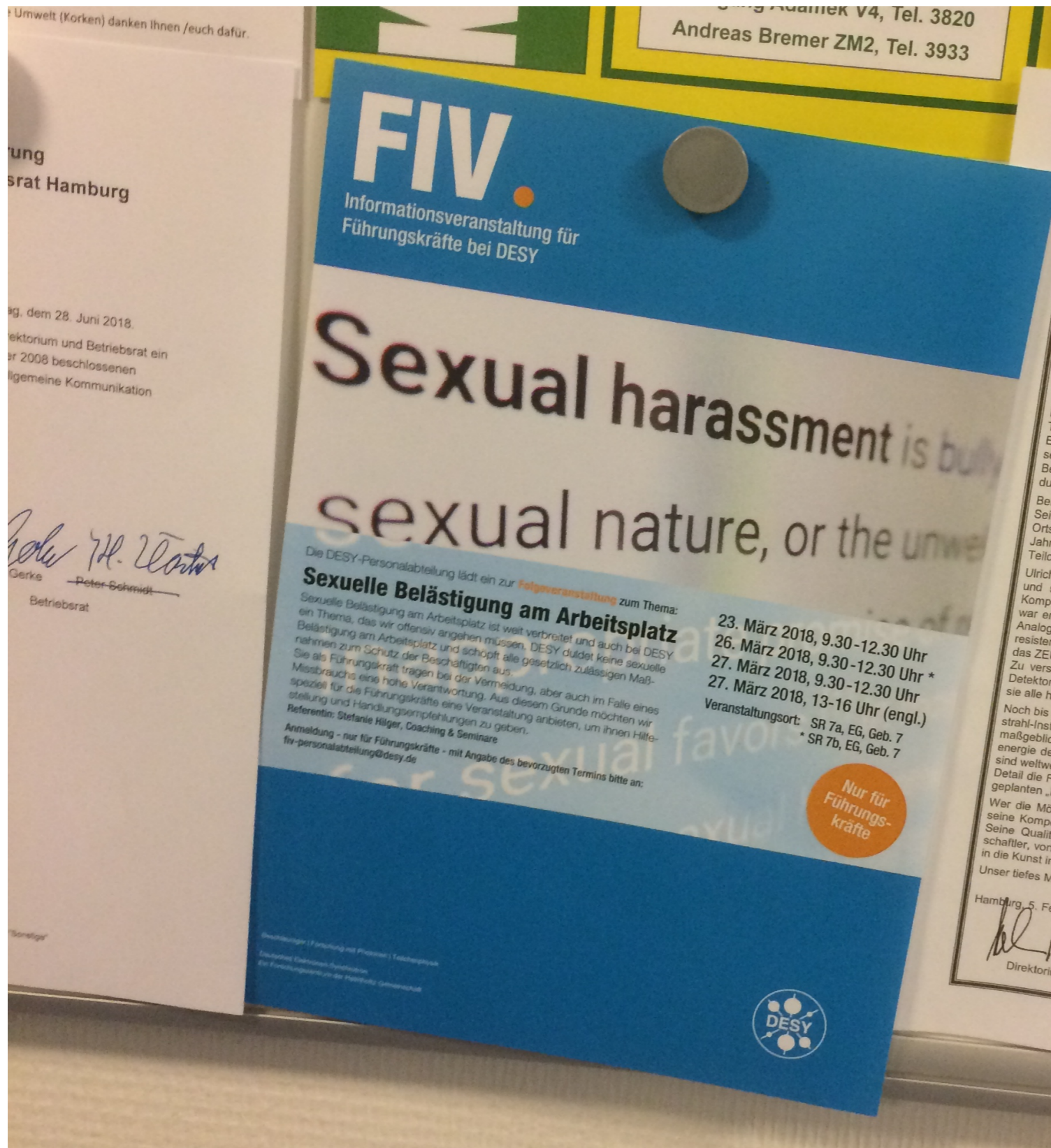
- The ATLAS Collaboration is made up of diverse members from around the globe with different age, gender, sexual orientation, gender identity, culture, physical ability, ethnicity, appearance, education or religious background. Our goal is to keep ours a positive and inclusive community.
 - We follow the [CERN code of conduct](#). This means that we abstain from and actively discourage all forms of harassment as well as verbal, non-verbal, written or physical abuse. So, for example, sexual language and imagery, sexist, racist, or otherwise exclusionary jokes are not appropriate.
 - We welcome those new to the Collaboration, and realise that including people with a variety of backgrounds, and opinions e.g. on technologies or analysis strategies, will only serve to enrich our community.
 - In meetings we welcome questions, which should be asked and answered respectfully. We want all participants to be able to express their opinions freely.
- We ask that all Collaboration members follow these principles

ATLAS Diversity & Inclusion Contacts: <https://twiki.cern.ch/twiki/bin/viewauth/Atlas/DiversityInclusion>

ATLAS Diversity Lunch on Tuesday 12:45 – 13:45: <https://indico.cern.ch/event/758468>

ATLAS Collaboration Week, 8th October 2018 33

Important: awareness and training



E.g. as at DESY: training for section/group/team leaders

Discrimination/Harassment Awareness

7.6.2018, Christoph Rembser, CERN

CERN values

- CERN's values:

integrity, commitment, professionalism, creativity and **diversity**.

They provide basis for respect: respect for others, respect for the Organization and respect for its mission.

They form the basis of the CERN Code of Conduct.

➔ Diversity:

Appreciating differences, fostering equality and promoting collaboration

CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.

➔ Integrity:

Behaving ethically, with intellectual honesty and being accountable for one's own actions.

A high standard of integrity in the performance of our work and in our relationships with others promotes a culture of trust and responsibility.

Valid for **any** person working at or on behalf of CERN,
valid for “everyone who enters our laboratory”.
Discriminatory behaviour or harassment is **not** tolerated.

Discrimination/harassment happens...

...very often, at CERN, in ATLAS, in different ways. For example:

- Sexually-oriented insults, offensive comments or jokes, suggestive remarks, gestures, attitudes or turns of phrase, innuendo or leering;
- unwelcome physical contact, ranging from excessive familiarity to outright aggression;
- behaviour that casts doubt on a person's skills or efficiency, or undermines their self-confidence or integrity;
- aggression and/or persistent threatening aimed at systematically demeaning, isolating, bullying or attacking a person;
- discriminatory or offensive comments or behaviour, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability or family situation;
- ...

Persons in the hierarchy are expected to take the necessary and appropriate action with respect to potential cases of harassment which come to their attention.

Informal Resolution and Support

- Early communication can prevent unwelcome behaviour from becoming harassment. All persons are therefore encouraged to address issues that could lead to harassment at the outset through open communication and dialogue.
- Persons who experience unwelcome behaviour should, wherever possible, communicate directly with the individual exhibiting this behaviour to explain that the conduct is unwelcome and to request that it ceases.
- In addition, they can consult their hierarchy, a colleague or a third party (if at CERN, such as the ATLAS contacts for Diversity and Inclusion, the Medical Service or the Social Affairs Service) to obtain assistance in such communication. They may also seek the advice of, or initiate an informal resolution process with, the CERN Ombuds (mediation).

Please create awareness and encourage early communication and prompt resolution of complaints!

Formal complaint procedure

- An Harassment Investigation Panel (HIP) was set up at CERN to specifically handle cases of harassment;
- The Panel conducts the formal investigation process defined in Operational Circular 9;
 - ➔ very useful and detailed document. Any person working at or on behalf of CERN is covered by this Circular, see <https://cdsweb.cern.ch/record/1382461> ;
- The HIP is composed of nine staff members designated jointly by the Director-General and the President of the Staff Association.
- The current Chair is Tim Smith (Tim.Smith@cern.ch)

Any person wishing to file a formal harassment complaint should follow the procedure defined in Operational Circular 9 and submit it to the HIP Chair.

More info, links and support

- CERN values
 - ➔ see <https://hr-dep.web.cern.ch/key-documents-and-resources/cern-values>;
- CERN Anti-Harassment Policy
 - ➔ <https://hr-dep.web.cern.ch/content/anti-harassment-policy>;
- CERN Operational Circular 9 “Principles and procedures governing complaints of harassment”
 - ➔ <https://cdsweb.cern.ch/record/I382461>;
- CERN Ombuds, Pierre Gildemyn
 - ➔ <https://ombuds.web.cern.ch/>;
- CERN Harassment Investigation Panel (HIP), chair: Tim Smith
 - ➔ see <https://espace.cern.ch/HIP/default.aspx>;
- ATLAS contacts for Diversity and Inclusion
 - ➔ see <https://twiki.cern.ch/twiki/bin/viewauth/Atlas/DiversityInclusion>;
- ...or please do not hesitate to contact me (christoph.rembser@cern.ch).

Key document!

Discrimination/Harassment Awareness

- You know where to find information;
- As Team Leader, you carry special responsibility;
- Take issues seriously;
 - ➔ “don’t make such a fuss about it” is not a valid response;
- Don’t let it slip: early communication is important!
- You now know where to get support.