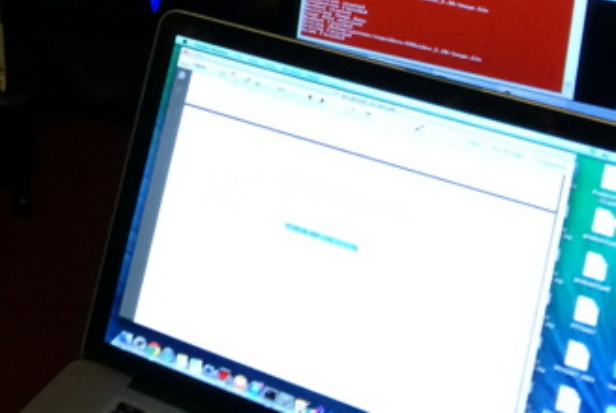
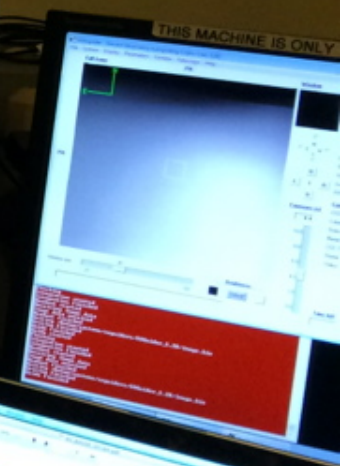
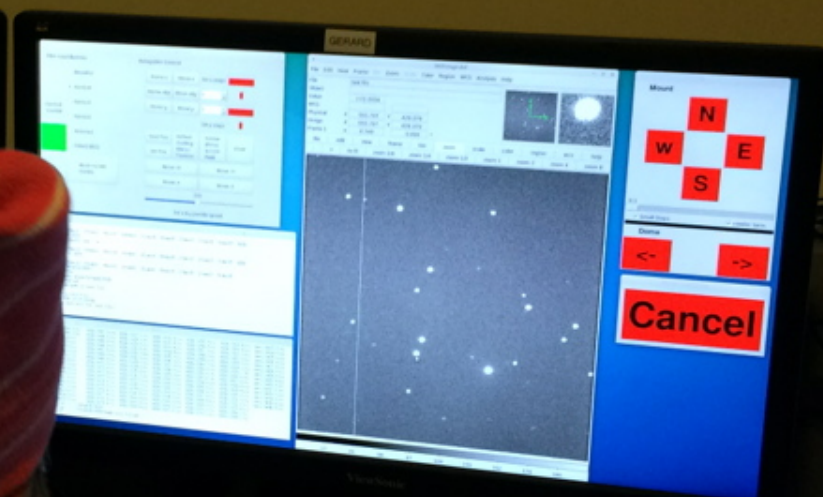
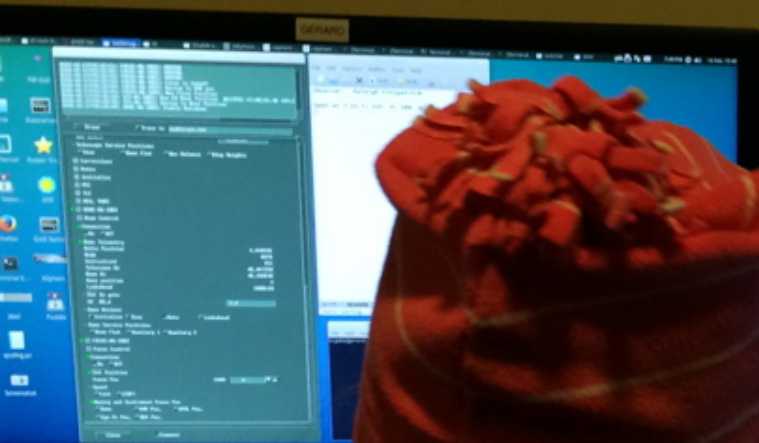


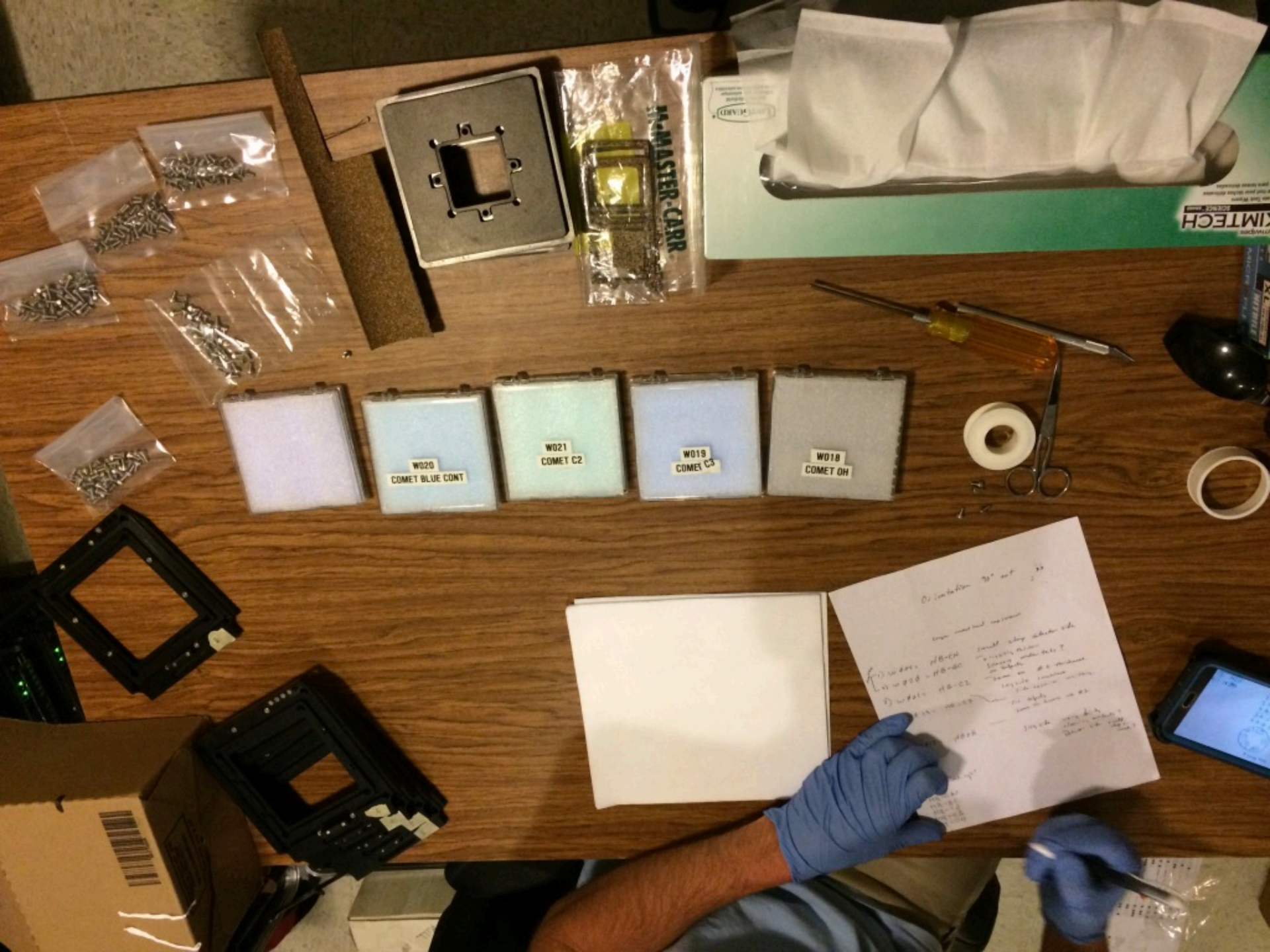
Safe(r) Working Environments at Observatories

Alessandra Springmann
Doctoral Candidate
University of Arizona

November 20, 2019
NASEM Action Collaborative
Preventing Sexual Harassment in Higher Education
University of Washington







KIMTECH

MASTER-CARR

W020
COMET BLUE CONT

W021
COMET C2

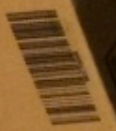
W019
COMET C3

W018
COMET OH

Orientation 90° out

Large central impression

- 1) W020 - HB-CH
- 2) W020 - HB-BC
- 3) W020 - HB-C2
- 4) W020 - HB-C3
- 5) W020 - HB-C4











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- Many large(r) observatories are run by several organizations on behalf of even more institutions
- Unclear as to who takes responsibility for what problems

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- Alex is staff at an observatory for subcontractor A, in alliance with contractor B, where there is no anti-harassment policy. She is harassed by visitor C from institution D, part of consortium E. There is no HR office on site at the observatory. Who does she talk to?

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- Did anyone talk to institution D about C's behavior, much less consortium E?
- Consortium E says, "well, C helped us write our anti-harassment policy, he couldn't have possibly have done anything wrong."

...numbers above).

A first introduction upon arrival (office, p2,...) will be either with a support astronomer or by an operation specialist. In the latter case, s/he will put you in touch with your night-time astronomer or the shift coordinator, should you have specific astronomical questions regarding OB design etc. The night-time support astronomer will normally not stay until the end of the night, unless your observations are highly challenging. In the last part of the night you will work with the telescope operators.

Please, be reminded of some important information. Further information can be found at www.eso.org/paranal/sciops/VA_GeneralInfo.html.

- **Code of Conduct at ESO sites:** ESO is committed to creating a work environment that is safe, professional and of mutual trust where diversity and inclusion are valued, and where everyone is entitled to be treated with courtesy and respect. Please help us in maintaining such a professional working environment at all times. ESO will not tolerate harassment of any form. Sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to individual characteristics, for example: age, gender, sexual orientation, disability, physical appearance, race, nationality or religion.

Thanks for your help in this important matter, and we hope you enjoy your stay on Paranal!

Please, prepare your OBs with the web-based tool p2 <https://www.eso.org/sci/observing/phase2/p2intro.html>. Pre-existing OBs in obx format that you may want to re-use or that were prepared with tools such as ASPRO, can be imported

- ESO Code of Conduct for workshops, conferences
<https://www.eso.org/sci/meetings/CodeofConductWorkshops.html>
- Dark Energy Survey statement on collaboration culture, ethics, inclusivity, diversity
<https://www.darkenergysurvey.org/wp-content/uploads/2015/04/DES-inclusivity-policy.pdf>
- NRAO Diversity & Inclusion Statement
<https://info.nrao.edu/do/odi/odi/>
- NSF's OIR Lab has a code of conduct for all visitors

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- Visitors to observatories/facilities must read, sign codes of conduct, including resources available should the visitor witness harassment