

# Safe(r) Working Environments at Observatories

Alessondra Springmann  
Doctoral Candidate  
University of Arizona

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



ROOM

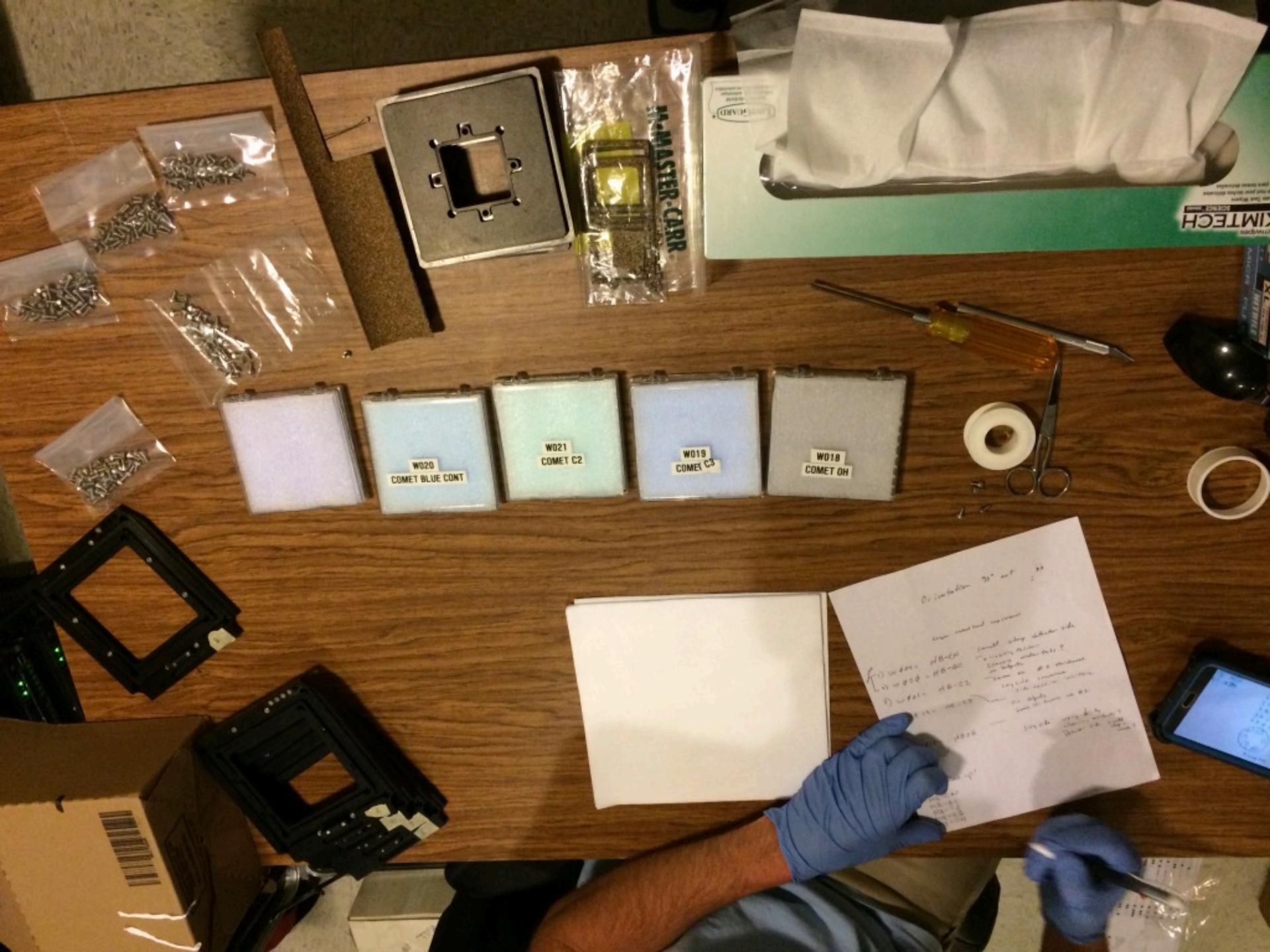
RESTRICTED AREA

DO NOT ENTER



015 4 206











Rachel Frisbie, Las Campanas Belles



K. Decker French

WELCOME  
KITT PEAK NATIONAL  
OBSERVATORY  
OPERATED BY THE  
ASSOCIATION OF UNIVERSITIES  
RESEARCH IN ASTRONOMY, INC.  
FOR  
UNDER COOPERATIVE AGREEMENT WITH  
NATIONAL SCIENCE FOUNDATION

MEMBER UNIVERSITIES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY	
UNIVERSITY OF TEXAS AT AUSTIN	
CALIFORNIA INSTITUTE OF TECHNOLOGY	
UNIVERSITY OF CALIFORNIA	OHIO STATE UNIVERSITY
UNIVERSITY OF CHICAGO	HARVARD UNIVERSITY
UNIVERSITY OF MICHIGAN	INDIANA UNIVERSITY
UNIVERSITY OF COLORADO	PRINCETON UNIVERSITY
UNIVERSITY OF WISCONSIN	YALE UNIVERSITY
UNIVERSITY OF ARIZONA	UNIVERSITY OF HAWAII
UNIVERSITY OF ILLINOIS	JOHNS HOPKINS UNIVERSITY
UNIVERSITY OF MARYLAND	UNIVERSITY OF WASHINGTON
UNIVERSITY OF NEW YORK AT STONY BROOK	
UNIVERSITY OF NORTH CAROLINA	IOWA STATE UNIVERSITY
PENNSYLVANIA STATE UNIVERSITY	BOSTON UNIVERSITY
MICHIGAN STATE UNIVERSITY	



- Observatories often located away from light or radio pollution in remote, difficult-to-access areas

- Observatories often located away from light or radio pollution in remote, difficult-to-access areas
  - Attitudes of “what happens in Vegas, stays in Vegas” around behavior at/around observatories

- Observatories often located away from light or radio pollution in remote, difficult-to-access areas
  - Attitudes of “what happens in Vegas, stays in Vegas” around behavior at/around observatories
  - Astronomers working, sleeping, eating, relaxing in close quarters at observatories

- Observatories often located away from light or radio pollution in remote, difficult-to-access areas
  - Attitudes of “what happens in Vegas, stays in Vegas” around behavior at/around observatories
  - Astronomers working, sleeping, eating, relaxing in close quarters at observatories
- Many large(r) observatories are run by several organizations on behalf of even more institutions

- Observatories often located away from light or radio pollution in remote, difficult-to-access areas
  - Attitudes of “what happens in Vegas, stays in Vegas” around behavior at/around observatories
  - Astronomers working, sleeping, eating, relaxing in close quarters at observatories
- Many large(r) observatories are run by several organizations on behalf of even more institutions
- Unclear as to who takes responsibility for what problems



When things go wrong:

## When things go wrong:

- 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?

## When things go wrong:

- 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?
  - She complains to HR at subcontractor A and also at contractor B. Subcontractor A HR gets upset she talked to B HR.

## When things go wrong:

- 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?
  - She complains to HR at subcontractor A and also at contractor B. Subcontractor A HR gets upset she talked to B HR.
  - Did anyone talk to institution D about C's behavior, much less consortium E?

## When things go wrong:

- 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?
  - She complains to HR at subcontractor A and also at contractor B. Subcontractor A HR gets upset she talked to B HR.
  - 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 nighttime 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](http://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](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](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



- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.
  - Rapid response to reporting: for a week-long observing run, waiting three weeks for a response is not an option

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.
  - Rapid response to reporting: for a week-long observing run, waiting three weeks for a response is not an option
  - Reporting should take into account power differential of junior scientists reporting more senior faculty and staff

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.
  - Rapid response to reporting: for a week-long observing run, waiting three weeks for a response is not an option
  - Reporting should take into account power differential of junior scientists reporting more senior faculty and staff
  - Ombudspersons should be familiar with organizational structure(s) of consortia

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.
  - Rapid response to reporting: for a week-long observing run, waiting three weeks for a response is not an option
  - Reporting should take into account power differential of junior scientists reporting more senior faculty and staff
  - Ombudspersons should be familiar with organizational structure(s) of consortia
- If taking over management of an observatory, on-site HR should be mandatory

- Observatories visited by members of an institution should have, or should be developing, anti-harassment policies
- Observing consortia in which institution members participate must have clear anti-harassment policies, with consequences, and reporting policies, including ombudsperson offices for cross-institution reporting
  - Applicable to observing runs, workshops, conferences, etc.
  - Rapid response to reporting: for a week-long observing run, waiting three weeks for a response is not an option
  - Reporting should take into account power differential of junior scientists reporting more senior faculty and staff
  - Ombudspersons should be familiar with organizational structure(s) of consortia
- If taking over management of an observatory, on-site HR should be mandatory
- Visitors to observatories/facilities must read, sign codes of conduct, including resources available should the visitor witness harassment