Summer Mathematics Programs Consortium
Code of Conduct

Last updated October 30, 2026

Statement of Principles:

The Summer Mathematics Programs Consortium (“the Consortium”) supports equality of opportunity and treatment for all participants, regardless of sex, gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, family/marital status, sexual orientation, political affiliation, veteran status, educational background physical appearance, ability, socioeconomic class, or any other characteristic protected by law.

We seek to foster an atmosphere that encourages the free expression and exchange of ideas, and simultaneously seeks to ensure a safe and welcoming environment free of harassment, bullying, retaliation, and discrimination of any kind for participants in Consortium activities.

This policy extends beyond the basic precepts of individual safety: even without malicious intent, sometimes we can cause harm or discomfort that we don't anticipate or even understand. If you do make a misstep, we ask you to take the time to really listen, take concerns seriously, and incorporate feedback. If you observe behavior that makes you uncomfortable, whether directed at others or at yourself, whether with harmful intent or in the context of joking around, please help us to remedy the situation. You are always empowered to respectfully advocate for yourself or others, and the Consortium leadership is always here to offer support, either to help you navigate the situation or to intervene with direct action.

Here's what we're asking our community to do:

We are collectively responsible for our community and the safety and support of its members in all Consortium activities, whether virtual or in-person. The Consortium expects participants to respect each other and behave in a responsible manner. Participants should respect common-sense rules for public behavior, personal interaction, common courtesy, and respect for public health and private property. Further, we ask each participant to be mindful of the effects of their actions on others.

Assistive devices are considered an extension of their users' bodily autonomy with regard to touching, photographing, and other conduct. Service dogs, as defined by the ADA, are also an extension of their handlers and must not be touched, photographed, deliberately distracted, or otherwise impeded without permission of their handler.

As a reminder for those participating in the Annual Conference, Joint Mathematics Meetings meetup, or other in-person gatherings: please note that the Consortium does not have exclusive use of any meeting facilities or hotel facilities. Thus, please be considerate of those people using these facilities who are not Consortium activity participants.

Here's what's *not* okay in our community:

The Consortium forbids abusive, insulting, harassing, intimidating, and/or discriminatory behavior. Such behavior includes, but is not limited to: stalking, offensive comments, discriminatory statements, deliberate intimidation, sustained disruption of sessions, inappropriate physical contact, unwelcome sexual attention, display of sexual images in public spaces, and display of hateful iconography. These prohibited behaviors can include but are not limited to those related to: race, national origin, sex, gender, sexual orientation, physical appearance, age, religion, ability, family/marital status, or socioeconomic class. Examples of hateful iconography can include, but are not limited to, those listed on the websites of the Southern Poverty Law Center and the Anti-Defamation League.

Disruptive behavior is not acceptable.

Community Norms

In order to support an engaging, welcoming environment, the following norms are intended to help set expectations for conversations taking place in Consortium spaces:

- Assume good intent.
- Allow for “first-draft thinking”. Our thinking is in-progress and we may not always have fully fleshed-out thoughts.
- Ask questions for clarification; avoid making assumptions.
- Give and receive feedback with grace and openness.

Our aim is to work together on a consensus basis, and come to shared agreements about how to carry out our mission.

Who is responsible for setting norms and addressing concerns:

At a specific program or activity, the designated organizers are responsible for maintaining a safe and welcoming environment and responding to issues if/when they arise. Examples of designated organizers include:

- At the annual Consortium conference, the Conference Planning Committee
- In the Incubator Program, the Incubator Committee
- In the Online Hub, the Online Hub Committee

In virtual Consortium spaces (such as our mailing list and Slack workspaces), the Steering committee is responsible. The Steering Committee can also serve as an avenue for escalating concerns and/or addressing appeals.

(If and when the Consortium has an Executive Director, they will serve as the key contact person, and will escalate issues to the Steering Committee as needed.)

What to do if something goes wrong:

The Consortium expects that participants who either witness or are made aware of discrimination, harassment, or bullying by others should actively seek to prevent, report, and/or

otherwise mitigate the offensive behavior. Please report any incidents in which a participant is abusive, insulting, intimidating, acting in an unsafe or illegal manner, or simply bothersome.

To report an issue in a Consortium program or activity, contact the designated organizers. (The designated organizers may address issues directly and let Steering know about the outcome, recruit their Steering liaison to support them in the process, or pass the issue to Steering, as appropriate.)

In other contexts, or to escalate an issue, you may make a report to the Steering Committee:

- in person, by speaking with any member of the Steering Committee
- via email at steering@summermathprograms.org
- via Google form (name optional) at https://tinyurl.com/consortium-issue-report

How we will respond:

When any designated organizer or member of the Steering Committee receives a report of an incident that may violate the Code of Conduct, we will take it seriously and respond promptly. We will do our best to honor requests for confidentiality and to handle sensitive issues discreetly, and to address small issues as they arise with kindness and courage to help prevent bigger issues down the line.

First, the designated organizers or Steering Committee will together assess the severity of the situation, make an initial action plan, and if appropriate, designate a point person to follow up with the affected individual(s) to offer supportive measures right away. Examples of supportive measures include: changes to housing, meals, and/or the schedule of activities for in-person gatherings; increased limits for expense reimbursements; adjustments to digital spaces (such as shared files, email lists, Slack workspace).

Second, we will do information gathering and due diligence to verify our understanding of the situation. All parties will have the opportunity to speak on their own behalf, and will have access to a point person on the Steering Committee to answer questions.

Finally, we will take action to remediate the situation. Those actions could include creating opportunities for direct interpersonal repair work if mutually agreed upon by the parties; providing additional corrective or preventive measures, such as directly intervening to help a participant moderate their behavior; bringing in internal or external mediators; or escalating an issue to be addressed under MFOA's Discrimination Complaint Policy.

Appeals should be brought to the Steering Committee.

The Consortium reserves the right to remove anyone from virtual or in-person Consortium activities for violations of this Code of Conduct, and may choose to ban participation from future participation in the Consortium. Any request by the Steering Committee or its designee to leave an area due to disruptive behavior must be complied with immediately.

The Consortium Code of Conduct is shamelessly and gratefully lifted and edited from the Arisia Code of Conduct, the JMM Welcoming Environment Statement, and the MAA Code of Conduct.

Summer Mathematics Programs Consortium
Recording Policy

Respect for fellow participants includes obtaining permission to make recordings (including but not limited to Zoom recordings, still photographs, audio recordings, and video recordings, in analog or digital formats), not using recordings for malicious purposes, and following the applicable laws and regulations established by the hosting facility.

Individuals grant the Consortium and their designees the right to create recordings, and to publish these recordings in print and electronically. These recordings may include the individuals and/or others with them, for the purposes of advertising and promotion of the Consortium and/or the Annual Conference.

Any individual intending to record a digital event, or using A/V recording equipment at in-person events, including for the purposes of transcription or AI-summarizing, must ask permission before recording any individual or small group. Assistive devices (such as those for the hard of hearing) that do not upload information to any internet platform and do not maintain permanent records are the only exception to this policy. Consent for recording must be unambiguously stated.

Recorders must make a best effort to obtain permission from all people who appear in recordings, including people identifiable in backgrounds or who accidentally become part of a recording (e.g. by walking into an ongoing shot). Recorders shall honor any requests for removal of the digital and/or published media by the subject. The Consortium shall honor any requests for removal of recordings of the objecting individual after control has passed to the Consortium. Individuals may also make objections on behalf of their property or individuals for whom they are responsible.

The Consortium presumes that anyone making recordings *not* as a designee for the Consortium is doing so for their personal use only, and will not share any photos, videos, or other recordings without the explicit permission of those who are identifiable in the materials and with the creator(s) of said materials. Individuals who share materials that reference or identify the Consortium must honor requests from the Consortium for credit or removal.

Flash photography is permitted at in-person gatherings.

This policy prohibits manipulating recordings in ways that are malicious or harmful. Individuals must also obey further restrictions placed by any areas, events, and/or program items.

Consortium Conference Recording Policy language shamelessly and gratefully sourced and adapted from the Arisia Recording Policy.

Summer Mathematics Programs Consortium
Written Materials & Terms of Use

Respect for fellow participants includes: obtaining permission to use their name, organization, and other identifying information in written materials (including but not limited to written notes, programs, brochures, and resources); not using written information for malicious purposes; and following the applicable laws and regulations established by the hosting facility.

Individuals grant the Consortium and their designees the right to create written materials, and to publish these in print and electronically. These materials may include identifying information. These materials are to be used for record-keeping, internal documentation, and for the purposes of advertising and promotion of the Consortium and/or the Annual Conference.

Consortium Members, Affiliates, and Incubator Participants have access to written materials in the Consortium's shared Google Drive, including materials from the most recent Conference (whether or not they were present at the Conference).

In addition, guest participants at a Conference have access to written materials from that Conference, which will remain accessible for a year following the conclusion of the event.

After the conclusion of each Annual Conference, the notes and photos from the prior Conference will be archived and will no longer be freely accessible. After this point, requests to access the material may be submitted to the Steering Committee.

Written materials shall not be disseminated or distributed further without explicit permission of all those identified in the materials and the creator(s) of said materials.

Any individual taking written notes *not* as a designee of the Consortium is doing so for their own personal use only, and may not publish or share other individual's identifying information outside of the Consortium Conference without express permission. (This includes using AI tools, including AI recording devices and note transcriptions, or uploading written materials to external internet platforms.) Consent for identifying information in published or shared written notes must be unambiguously stated.

Publishers or Sharers shall honor any requests for removal of identifying information of the objecting individual from the digital and/or published media. The Consortium shall honor any requests for removal of identifying information of the objecting individual after control has passed to the Consortium. Individuals may also make objections on behalf of their property or individuals for whom they are responsible.

This policy prohibits manipulating written materials in ways that are malicious or harmful. Individuals must also obey further restrictions placed by any areas, events, and/or program items.

Consortium Conference Written Materials & Terms of Use language shamelessly and gratefully sourced and adapted from the Arisia Recording Policy.