



Expected Behavior

- Treat everyone (visitors, participants, students, staff, faculty, vendors, or volunteers) with respect and consideration; Value the diversity of views held by our community.
- Ethically and honestly conduct research, learning, teaching, and community engagement and outreach.
- Use inclusive language practices, and respect each person's name and pronouns (see tinyurl.com/NASAAinclusion).
- Speak up if you notice a distressing situation (see below).



Unacceptable Behavior

Harassment, intimidation, discrimination, and violence in any form, including physical, emotional, or verbal, is not tolerated at Sagehen. This includes:

- Unwelcome or non-consensual: gestures, physical contact, nudity, or exposure to explicit images or videos (for tips on enthusiastic consent see yesmeansyes.com/consent)
- Discrimination (including verbal comments) related to: race, ethnicity, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition, genetic information, ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.
- Threatening, following, or stalking others.
- Theft, property damage, or vandalism.
- Retaliation against someone who makes a report/complaint.



Reporting an Incident

Sagehen Staff are always available to help. *Please note* that we are obligated to report any incidents we're made aware of. If you'd prefer privacy, a confidential advocate can assist you by helping to identify your best strategy and provide accompaniment if you choose to report.

- **Emergencies:** Call 911 (landlines in dining room, office, and manager's residence)
- **UC Berkeley Confidential Advocates:** care.berkeley.edu
- **UC Berkeley Resources:** tinyurl.com/UCBReportDiscrimination



Consequences will depend on the frequency and severity of the action(s) taken, and range from: making a plan to modify behavior, being given a warning, mandatory immediate expulsion from the station, or being banned from further station use.