



# Harassment

## Overview

This policy on harassment is a non-negotiable part of our commitment to creating an inclusive, diverse, and equitable environment. All members of the research group are required to read and abide by the following policy and contribute to collective enforcement of the guidelines.

### Please Contribute!

If you feel that these guidelines could be strengthened in any way, please [submit a pull request](#) with your suggested changes.

These guidelines are only slightly modified from those provided by the [Ada Initiative](#), and additional language was borrowed from or is heavily influenced by the [Doss-Gollin group lab guide](#).

### The Short Version

The Srikrishnan Research Group is committed to creating a harassment-free space for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion. We do not tolerate harassment of group members, other colleagues, or anyone else in any form. Sexual language and imagery is not appropriate for any professional setting, including talks, workshops, parties, Zulip, or any online media. Research group members violating these rules will be sanctioned or expelled at the discretion of Vivek Srikrishnan.

All Cornell employees and students *must* understand and comply with the University's policies and procedures regarding harassment and discrimination, including but not limited to [the policy on prohibited bias, discrimination, harassment, and sexual and related misconduct](#). In addition to these formal guidelines, our group adopts additional informal guidelines on conduct which may go beyond the University's policies.