



## **GoLP Mission and Code of Conduct**

GoLP is committed to continuously “raising the bar”

### **GoLP Mission Statement**

The activities of GoLP are focused on research and advanced training in Plasma Physics, Advanced Photonics and Advanced Computing, through (i) research in frontier questions, grounded on a culture of entrepreneurship, creativity, and international collaboration, (ii) the outstanding quality of our members, and (iii) the commitment to the scientific and technological development of Portugal and Europe.

Our aim is to be recognized as one of the best research groups in our field through the reputation of our researchers, the quality of our students, and the successes of our alumni.

In our vision, GoLP (i) assumes a leading role in our fields, (ii) is a central hub for new ideas/approaches, exciting discoveries/developments; (iii) is a magnet for outstanding students, post-docs and researchers; (iv) provides an exciting research environment similar to the best; (v) sustains its scientific breakthroughs through a unique interplay between theory, simulation and experiments.



## GoLP Code of Conduct (long version)

GoLP is committed to promote a creative supportive environment for all its members and visitors.

We want to promote free interaction, freedom of thought and expression, the open exchange of ideas, and respectful scientific debate, and we also want to ensure that everyone gets a chance to participate, to have their ideas heard, to feel respected, and to have a safe, good, and healthy working environment.

We want to promote the professional and personal development of all our members, in particular of young students in the early stages of their scientific careers.

We then expect all GoLP members to:

**Be kind and supportive** Do not insult, or put down others, or gossip. Make scientific criticism constructive. Listen to others and give everyone a chance to speak and contribute. We encourage you to view the group as a collective whose success is determined by the success of all the individuals. If you notice a fellow member struggling, please try to help.

**Treat people with respect** Harassment and bullying will not be tolerated in any form. Harassment includes exclusionary comments or jokes, inappropriate or unwanted 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 gender, sexual orientation, disability, age, physical appearance, body size, race or religion. Bullying is any intimidation of others. Bullying may be unintentional; this does not make it acceptable.

**Be considerate during talks, discussions, meetings, and in the office.** Do not interrupt when someone else is speaking. Refrain from side conversations. During talks, respect requests from the speaker or other audience members to hold further questions or discussion until a later time. Be aware of how much 'air time' you are using -- give other people a chance to speak or ask questions, especially people more junior than you. Maintain your office space and common areas tidy and organized and guarantee that conversations, discussions, and meetings do not disturb the work of other team members.

**Treat the ideas of others with respect** Properly acknowledge previous contributions whether in talks, press releases of papers, or any other form of communication.

At GoLP, we do not tolerate:

- Bullying, intimidation, personal attacks, harassment, vulgar exchanges;
- Repeated and/or sustained disruption of talks or other events;



- Behavior that interferes with another's full participation;
- Sexual harassment, unwelcome sexual attention, stalking, harassing photographing or photographs or recording or recordings, inappropriate physical contact.

Those in violation of the code of conduct, as well as the code of conduct of Instituto Superior Técnico and Universidade de Lisboa, may be subject to disciplinary action.

Adherence to this code of conduct is expected of all GoLP members, and visitors. This code applies both to in-person behaviors and when using any communication channels, including email, Slack, and social media.

Code of conduct of Instituto Superior Técnico and Universidade de Lisboa:  
<<https://www.ulisboa.pt/wp-content/uploads/Despacho-n.º-6441-2015.pdf>>



## **GoLP Code of Conduct (short version)**

GoLP is committed to promote a creative supportive environment for all its members and visitors. We want to promote free interaction, freedom of thought and expression, the open exchange of ideas, and respectful scientific debate, and we also want to ensure that everyone gets a chance to participate, to have their ideas heard, to feel respected, and to have a safe, good, and healthy working environment.

We then expect all GoLP members to:

**Be kind and supportive**

**Treat people with respect**

**Be considerate during talks, discussions, meetings, and in the office**

**Treat the ideas of others with respect**

At GoLP, we do not tolerate:

- Bullying, intimidation, personal attacks, harassment, vulgar exchanges;
- Repeated and/or sustained disruption of talks, office environment, or other events;
- Behavior that interferes with another's work or full participation;
- Sexual harassment, unwelcome sexual attention, stalking, harassing, photographing or photographs or recording or recordings, inappropriate physical contact.

Those in violation of the code of conduct, as well as the code of conduct of Instituto Superior Técnico and Universidade de Lisboa, may be subject to disciplinary action.

Adherence to this code of conduct is expected of all GoLP members, and visitors. This code applies both to in-person behaviors and when using any communication channels, including social media.

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