

IPNS Code of Conduct

April 2024

Preface

IPNS, a research institute at KEK, has a goal to unravel the mysteries of the universe, exploring the frontiers of particle and nuclear physics. It conducts cutting-edge research utilizing particle accelerators under an international cooperative framework and fosters younger people for the next generation. It also develops technology required for the experiments and strives to achieve their high performance demands.

To achieve the goals of IPNS, it is essential to cultivate an environment in which individuals are respected regardless of gender, nationality and other factors, and can openly share their opinions to work together constructively and efficiently. It is also crucial to actively communicate the research outcomes to garner broad societal understanding and support for fundamental science.

Therefore, as individuals engaged in research activities at IPNS, we commit to adhere to the following principles, in addition to complying with legal regulations and KEK's code of conduct¹. These principles apply not only to IPNS employees but also to all individuals participating in IPNS activities, including members of research collaborations. Regular reviews should be conducted to revise the content of these principles based on updated information.

Intellectual integrity

We approach our research earnestly and with intellectual integrity. We do not let our biases or preconceptions affect our decision making, but instead we accept new ideas and criticisms, in order to engage in constructive discussions. We adhere to established rules and act with careful consideration to avoid any suspicion of fraud. We never use authority related to our duties for personal gain.

We recognize the crucial role of societal understanding and cooperation, acknowledging that our research activities demand significant resources, including personnel, budget, and materials. We affirm that the research results obtained belong to the broader community and treat them with utmost respect.

We carefully handle information obtained from research activities, including experimental or computational results, as well as byproducts. When presenting research results, we explicitly distinguish between our own achievements and those of others.

We carry the responsibility of acting as conscientious contributors to our society, with our expertise in particle and nuclear research activities.

¹<https://www.kek.jp/ja/compliance/misconduct/conductcode-2/>

Transparency

We place a high value on transparency.

We ensure fair and appropriate disclosure of information to relevant organizations and stakeholders, building trust through dialogue. When there is a potential conflict of interest or commitment, we explicitly disclose the situation and act to eliminate any doubts. We also value open discussion and actively incorporate opinions of external researchers and experts in both our research activities and organizational management.

In scientific communication, we actively disseminate the knowledge gained from our research and strive for a broad understanding. We build trust through dialogue with members of our society, especially local residents, and achieve accountability.

Diversity, Equity and Inclusion

We recognize and respect that diversity, equity, and inclusion as important universal values for human beings.

We acknowledge and embrace individual differences and interact with others with respect. By leveraging our imagination and considering diverse perspectives, our goal is to maintain professional relationships that are free from discrimination and harassment, regardless of attributes² such as gender, nationality, etc.

For us to progress towards our common goals, it is important that all individuals feel welcomed and receive reasonable accommodations tailored to their unique circumstances, enabling everyone to fully demonstrate their abilities and make meaningful contributions. Moreover, we strive for a constructive and efficient workplace environment where all individuals can express their opinions openly without hesitation. To achieve this, we strive to eliminate microaggressive behavior³ in everyday situations.

Fostering the Next Generation

We are committed to fostering the future of our research community and nurturing the younger generation.

In order to enable young researchers to thrive in their research, we strive to establish environments that are aligned with modern standards and comfortable for them to work. When educating graduate students, our goal is to cultivate individuals with high research capabilities and strong research ethics. In our communication efforts with even younger generations, including undergraduate and high school students, we convey the excitement of particle and nuclear research.

We humbly engage with young people, learning ourselves through promoting the next generation, and perpetuate our knowledge and skills across generations.

Safety

We always consider safety of utmost priority in our actions.

We devote ourselves to protecting human life and health within our workplace, striving to create an environment where research can be conducted safely.

We acquire necessary safety knowledge based on our duties, such as accelerator radiation safety, as well as safety for electricity, machinery, working at heights, high-pressure gases, chemicals, lasers, environmental protection, information security, etc. We implement appropriate risk management for overall improvement of safety in the workplace.

We recognize the need for continuous effort to maintain a safe research environment and heightened awareness. Therefore, we continually strive for improvement, fostering a culture where we each protect and value safety.

²Personal characteristics unrelated to job duties, such as gender, nationality, race, ethnicity, religion, sexual orientation, gender identity, age, marital status, disability, and political beliefs.

³Behaviors and attitudes that may not be overt discrimination or harassment, but create a sense of unjust treatment in the other person. These actions often stem from unconscious biases, discrimination, lack of knowledge, or lack of imagination, and are often overlooked by those involved or nearby due to a perceived insignificance.