



# **SCAR Action Group RINGS**

## **Shared values and guiding principles**



Version 0.5 (26 October 2023)  
based on discussion at a RINGS workshop in Trieste

Version 0.7 (19 November 2023)  
including revisions based on inputs from SCAR

Version 1.0 (15 December 2023)  
including revisions based on Action Group member reviews

SCAR Action Group RINGS is committed to the principles of Equality, Diversity and Inclusion (EDI), as outlined in the [SCAR EDI Statement](#). The document presented here was designed in line with these principles, to foster professionalism within the group, ensuring a positive collaborative experience and promoting a sense of community where mutual respect and support are paramount. This statement outlines a set of expectations that apply to all projects endorsed by RINGS and their team members throughout the duration of their project.

RINGS aims to encourage and cultivate a collaborative culture, prioritizing respect, honesty, accountability and the physical and emotional safety of all participants. We request that these principles be honored by everyone who participates in a RINGS-endorsed project. It is recommended that you follow these guiding principles in the spirit as much as in the letter.

Each team member acknowledges these expectations and commits to refraining from any actions that would obstruct or undermine the ability of any other team member to participate in the project. Any attempts to impede or hinder another project member should be resolved promptly within the project. When helpful, the RINGS Steering Committee will review the issue to facilitate its resolution. In rare instances, such behavior may lead to the revocation of the RINGS endorsement for the project.

All science, technical, and logistics staff involved in the project should adhere to this set of shared values. It should foster the professional implementation of our projects. It is our expectation that, once endorsed by RINGS, each project participant reads and understands this document or when a team member joins the project that was already started.

### **Values in practice for any phase of a RINGS endorsed project:**

- Team Interactions – strive to
  - Be accepting of diverse viewpoints and allow all team members to express their ideas openly without judgment, if viewpoints are not discriminatory. Scrutinize ideas, not individuals.
  - Respect and be considerate of others without prioritizing some cultural norms.
  - Recognize and respect cultural, religious, and other forms of diversity and be considerate of others irrespective of their background.
  - Avoid engaging in activities that could be or are viewed as offensive or defamatory to a team member, group, or organization.

- Allow all team members to partake in decision making processes. No one should be excluded from meetings that are relevant to them.
- Be honest and accountable. If you fail to meet expectations in some way, be open with the team members, admit fault, and strive to do better.
- Recognize and avoid aggressive or discriminatory actions.
- Ask for help when you need it, and respect those who ask for help. Recognize that people have different strengths and some disabilities are invisible.
- Be aware of, and address your positionality, power, privileges, and values. This includes recognizing colonial histories, cultural biases, unconscious biases and structural marginalization that could influence your perspective.
- Prevention and response to concerns and inappropriate incidents
  - Be proactive to prevent any incidents in the team and develop a project culture that fits the shared values of the RINGS Action Group.
  - Take seriously all reports of misconduct through all stages of the reporting process, acknowledge the impact of any incident, and respect the anonymity of reporters through the reporting process if they desire. Any accusations of misconduct should be acted upon swiftly.
- Fieldwork specific:
  - Respecting personal boundaries.
  - Ask permission to take photos or record team members in any way, and only post photos or videos on public platforms if consent has been given.
  - Be conscious of the special, possibly stressful, environment during fieldwork for yourself and for others.
  - Respect the right of team members to speak up about their personal situations, such as the need for rest, external communication, and ultimately avoid unsafe situations.
- Data and publication specific:
  - Give appropriate credits to each person's contribution to all aspects of the generation of ideas, data, and scientific publications as described in the endorsement requirements and recommendations.

## **Response to breaking the Shared Values agreements**

RINGS encourages informal resolution within the project group, as per individual institutional guidelines, as swiftly as possible. RINGS Steering Committee members may be contacted to act as independent arbitrators to aid in incident resolution.

This document will be revisited at least once every year and modified as needed based on the community consensus and evolving guidance from SCAR, as RINGS parent body.