

JCATI Code of Conduct

Introduction

The Joint Center for Aerospace Technology Innovation (JCATI) was created in 2012 by Gov. Gregoire as a Washington State (WA) aerospace industry economic development program. A secondary but equally important benefit is workforce development for WA public universities engineering students. The JCATI program funds collaborative projects between the public universities and the private aerospace sector. The credibility and impact of JCATI in Washington State depends on our reputation.

All JCATI participants are expected to act professionally based on the Code of Conduct outlined below. Participants include JCATI board members and staff, university staff faculty, faculty awardees, their students, industry partners and others in the aerospace industry involved with JCATI. Lack of awareness or misunderstanding of an ethical standard is not itself a defense to a charge of unethical conduct. If you have questions or need clarification about the Code of Conduct please contact the JCATI Executive Director or Program Manager.

The JCATI Code of Conduct applies to JCATI activities including but not limited to in person interactions, email, phone, virtual meetings and other electronic transmissions.

Conduct Principles

JCATI ensures that aerospace firms and aerospace industry associations adhere to the values of the state of Washington under RCW 49.60.030 which provides its citizens freedom from discrimination. This includes discrimination because of race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability is recognized as and declared to be a civil right.

Expectations and Standards

Expected Behavior

- Exercise consideration and respect in speech and actions
- Attempt collaboration before conflict
- Alert JCATI staff if you notice a dangerous situation or violations of this Code of Conduct even if they seem inconsequential.
- Maintain confidentiality during project selection process
- Remember that event venues may be shared with the public. Please be respectful to these patrons.

Unacceptable Behavior

- Bullying behavior, including but not limited to personal insults, yelling, undermining, disparaging, or belittling others
- Violence, threats of violence or violent language directed against another person
- Plagiarism, falsification of data, misuse of grant funds and other breaches of scientific integrity

- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory or harassing behavior
- Posting or threatening to post other people’s personal information (“doxing”).
- Inappropriate photography or recording
- Sexually harassing behavior
- Intimidation, stalking or following (online or in person)
- Advocating for, or encouraging, any of the above behavior
- Sustained disruption of JCATI events including talks and presentations.

JCATI Board members and staff

In addition to federal, state and local laws, JCATI board members and staff have a professional responsibility to serve the public in good faith. This means engaging in candid, open, and honest discussion, while keeping disagreements impersonal and accepting decisions made on a majority or consensus basis.

The board is responsible for allocating our legislative funds responsibly and transparently. Confidentiality is of the utmost importance as many issues under discussion involve proprietary information.

JCATI faculty awardees and project industry partners

In addition to federal, state and local laws, JCATI faculty awardees, students working on the project, and project industry partners are required to comply with the Code of Conduct. All individuals receiving JCATI award funds have a responsibility and are expected to treat each other respectfully.

Alert JCATI staff if you notice a dangerous situation or violations of this Code of Conduct even if they seem inconsequential.

Sanctions

JCATI Board of Directors can impose sanctions on board members, faculty awardees or industry partners for Code of Conduct violations. Any action would be imposed only after providing an opportunity to respond by the individual accused of Code violation.

Staff can be disciplined or terminated for violations of the Code consistent with the terms and conditions of their employment.

The Board of Directors may notify other bodies and individuals of its actions consistent with state and federal law.

This Code of Conduct may be amended by a majority vote of the Board of Directors.

We value your work to ensure JCATI’s reputation for facilitating technology collaborations. JCATI is a unique aerospace industry program and we want to keep it a positive experience for everyone.