

# Ny-Ålesund Research Station – Code of Conduct

## 1. Purpose and Scope

Ny-Ålesund Research Station hosts an international research community, bringing together people from many nations, cultures, and professional backgrounds. This Code of Conduct applies to all individuals who live, work, or visit Ny-Ålesund. It serves as a shared baseline for the entire town and complements the Codes of Conduct of individual research institutions and employers. These standards are designed to maintain a safe, welcoming, and respectful community in a remote High Arctic settlement, as well as to protect the scientific measurements and environment.

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## 2. Guiding Principles

1. **Respect** – Treat everyone with dignity, courtesy, and cultural awareness.
  2. **Safety** – Prioritize physical and psychological safety in all activities, fieldwork, and social interactions.
  3. **Inclusivity** – Foster a welcoming environment for people of all nationalities, cultural backgrounds, genders, identities, and professions.
  4. **Integrity and Responsibility** – Act respectfully and responsibly in both professional and private interaction and in the Arctic environment.
  5. **Community Care** – Look out for one another in an isolated environment where support options are limited.
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## 3. Expected Conduct in Ny-Ålesund

### 3.1 Respectful Behavior

- Communicate openly and constructively.
- Avoid bullying, intimidation, or exclusion.
- Respect personal boundaries, shared living spaces, workspaces, and the unique living conditions of a very small community.

### 3.2 Discrimination, Racism, and Hate Speech

Ny-Ålesund is an international community, and diversity is central to its mission. Prohibited behaviors include:

- Racism, xenophobia, exclusionary behavior, and any other discriminatory treatment.
- Harassment based on cultural background, nationality, gender, sexual orientation, disability, or other personal characteristics.

### 3.3 Responsible Alcohol Use

Ny-Ålesund permits alcohol, but its use must be **responsible** and **safe**.

- Alcohol abuse and unsafe behavior related to alcohol is prohibited.
- Alcohol must not interfere with work duties, field safety, or emergency response readiness. Intoxication is unacceptable in field settings or in any situation that could compromise safety.
- Colleagues and friends should look after one another and intervene early if they observe concerning behavior.

### 3.4 Harassment and Sexual Misconduct

Ny-Ålesund maintains **zero tolerance** for:

- Sexual harassment or unwanted sexual attention
- Any form of sexual coercion or assault
- Inappropriate sexualized comments, jokes, or behavior
- Retaliation against those who report concerns or seek support.

All interactions require **voluntary, enthusiastic, and ongoing consent**.

### 3.5 Mental Health and Well-Being

The High Arctic environment (its darkness, isolation, limited privacy, and intense work periods) can challenge mental well-being.

- Seek help early when experiencing stress, isolation, sleep issues, or emotional strain.

- Support colleagues who may be struggling; encourage open, stigma-free conversations about well-being.
- Maintain healthy routines and respect shared quiet hours and personal space.

No one should face stigma for seeking help.

### 3.6 Digital Etiquette

To protect the Ny-Ålesund community feeling and scientific work, the following rules and guidelines count for digital devices:

- **Turn-off Bluetooth and WiFi** on all devices. Their use is prohibited by law and disrupts sensitive measurements performed by Kartverket and other institutions.
- Be aware of your phone use to protect the community feeling of Ny-Ålesund.
- Avoid phone use during mealtimes.

### 3.7 Environmental, Scientific and Wildlife Protection

Ny-Ålesund and its surroundings are facing the effects of climate change and human impact. We bear the responsibility of treating our surroundings the best we can, in line with the Svalbard Environmental Protection Act.

- Respect the restricted areas to protect ongoing scientific measurements, cultural heritage, breeding areas and the fragile Arctic environment.
- Keep local human impact on the environment as low as possible.
- Treat wildlife responsibly and adhere to rules regarding Arctic fauna.

### 3.8 Safety and Environment

- Follow guidelines and maintain cleanliness for laboratories, workshops, and equipment.
- Report any hazards or maintenance issues promptly.
- Comply with all safety protocols, briefings, and drills.
- Impaired, intoxicated, or reckless behavior in hazardous environments is strictly forbidden.

## 4. Reporting Concerns and Seeking Support

### 4.1 Multiple Reporting Options

Residents and visitors have several avenues for raising concerns.

You may contact **whichever option feels most safe or appropriate**, including:

- The person of trust from your own home institution, university, or employer.
- On-site local leader and/or person of trust of your hosting institution in Ny-Ålesund.
- Leadership of Ny-Ålesund Research Station: [headnpi.nya@npolar.no](mailto:headnpi.nya@npolar.no)
- Kings Bay's nurse serves as person-of-trust for the Ny-Ålesund community: [nurse@kingsbay.no](mailto:nurse@kingsbay.no)
- Other anonymous or confidential channels, if provided by your organization.

Speaking with a trusted friend or colleague may also be an appropriate first step.

### 4.2 Confidentiality and Protection from Retaliation

- Concerns will be handled with respect and discretion.
- Retaliation of any kind against someone who raises concern in good faith is prohibited.
- In case of severe concerns that inflict the whole research station, the leadership of Ny-Ålesund should be informed and involved.

### 4.3 Outcomes

Depending on the situation, follow-up may involve:

- Supportive conversations or mediation
  - Adjustments to living or working arrangements
  - Formal investigation by the relevant institution
  - Removal from fieldwork or from Ny-Ålesund
  - Reporting to employers, funders, or authorities when necessary.
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## ***5. Commitment to the Ny-Ålesund Community***

By living or working in Ny-Ålesund, all individuals commit to:

- Uphold this shared Code of Conduct
- Respect and include the many cultures and institutions represented in town
- Contribute to a safe, inclusive, and supportive community
- Seek help when needed and encourage others to do the same
- Respect the environment and the specific rules that protect the ongoing scientific practice.

Together we foster the collaborative, international, high-standard research environment that makes Ny-Ålesund unique.

Thank you for your contribution.