

## Departmental Code of Conduct

### **We as a unified department shall:**

- Foster an inclusive and equitable environment while seeking to expand an understanding on facets of diversity and inclusivity. Be informed on methods of reporting and bystander intervention techniques.
- Overt and covert acts of discrimination based on race, gender, sexual orientation, ability, socioeconomic status, or religion will not be tolerated, and everyone will be held accountable.
- Identify and help eliminate barriers facing members of underrepresented groups.
- Ensure all members of our community have full access to opportunities for professional development, departmental service, and formal and informal networking.

### **Expected Conduct**

- Treat all staff, students, faculty, and visitors with civility, dignity, consideration, and professionalism. Respect values, cultural norms, lifestyles, dress, personal identity, ability, limitations, and boundaries that may be different from your own.
- Act ethically and with integrity in departmental research, teaching, and community engagement endeavors.
- Take action to protect and support anyone in danger or distress directly or through alerting appropriate points of contact.
- Speak up, via direct communication or confidential reporting, when others exhibit discriminatory or disrespectful behavior or speech. Be supportive and respectful of those who report concerns.
- Promote overall well-being of fellow community members; advocate for student physical, mental health and safety. University and Departmental Resources can be found here.

### **Unacceptable conduct**

- Harassment, intimidation, bullying or retaliation in any form including physical or sexual misconduct, abuse, or assault.

- Discrimination in violation of University policy based on race, color, religion, sex, national origin, citizenship status, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, genetic information, or any other criteria prohibited under applicable federal, state or local law.
- Offensive language related to gender, race, sexual orientation, disability, physical appearance, body size, neurodivergent individuals, religion, national origin, family status, or other features of personal identity
- Scholastic dishonesty in any form including course related, administrative handling of academic records or unethical research practices such as falsification of data or information.
- Illegal or unauthorized possession, use, or sharing of weapons, drugs, tobacco, or alcohol.

Diversity, Inclusion, and Equity Committee

December 2022

Ignacio Camarillo and Chris Sahley, co-chairs

Committee members Julia Kilgour, Scott Pluta, Estuardo Robles,  
Khanh Tran, Soumi Mukherjee (also BSGSA Diversity Chair)

BSGSA, Jacquee Anderson, president