

## Department of Geosciences Code of Conduct

### What we value:

Workforce development enhances the creativity, innovation, and impact of our department. It strengthens our community and enriches the educational experience for our students. We are committed to maintaining an atmosphere that is open to differing perspectives, as well as creating and strengthening programs and policies that foster these goals. We aim to remove barriers and provide all encompassing opportunities in the classroom, the laboratory, and the field.

### What this looks like:

To create a positive, inspiring, and safe environment for all members of the Department, we will:

- Foster a workplace climate that is intellectually engaging and free of harassment.
- Treat our colleagues with respect and consideration.
- Support and encourage our students. Provide clear expectations for research and academic performance and assist them with career goals.
- Make our classrooms, laboratories, and field trips accessible, working with the University of Arizona Disability Resources Center.
- Be respectful of the power imbalance between tenured professors - junior professors, professors - students, faculty - staff, and staff - students.
- Raise complaints and concerns through appropriate channels and only in good faith.

### Unacceptable behavior:

- Discrimination, harassment, and retaliation, per **University of Arizona policy**.
- Intimidation and bullying.
- Violations of **academic integrity**.
- Inappropriate interpersonal relationships that create conflicts of interest in instructional, supervisory, disciplinary, or evaluative contexts, per **University of Arizona policy**.

We invite your contributions to the well-being of our department. Please address questions, comments, and concerns related to this Code of Conduct to the Workforce Development Committee or the Department Head. For more specific help, you may also contact your course instructor, the **Dean of Students Office**, the **Office of Institutional Equity**, or the UAPD (520-621-8273) as appropriate for your situation.