

UNC Biology Collegial Conduct Guidelines

The faculty of the Department of Biology of UNC-Chapel Hill is committed to generating an atmosphere where all community members are treated with respect, support, and inclusion. This statement outlines key aspects of expected professional conduct for all graduate students, postdoctoral fellows, and faculty in and affiliated with the department. These guidelines are complemented by University, state and federal standards for, and enforcement of, safety and professionalism.

Excellence

Our departmental mission is to Inquire, Innovate and Integrate to understand life. For all involved in this pursuit, we seek rigor, fulfilled potential, and a meaningful sense of worth and belonging. We recognize that excellence will not be achieved without:

- Respect, Inclusivity, Support, and Accountability being exercised and expressed by all department members
- Challenges, Adversity, Vulnerability and Growth for all department members

Respect

We do not tolerate disrespect of any individual or group. As we strive to treat each other with respect, we consider that words and actions can result in unintended perceptions, and that perceptions may not match intentions. We value:

- Active listening
- Patience
- Empathy

Inclusivity

We welcome the diverse backgrounds, ideas, and contributions of all department members, and do not discriminate based on sex, gender, sexual orientation, race, ethnicity, religion, culture, or other factors. We will:

- Consider how individuals are impacted by local and global policies and events
- Foster a professional balance between assimilation and individuality

Support

We holistically and sensitively support each others development and wellness by:

- Celebrating colleagues' successes
- Offering and accepting feedback clearly, considerately, and constructively
- Nurturing a balance among individuals' mental and physical health, academic goals, and the demands of research
- Supporting victims of harassment, abusive power dynamics, or other conflict via:
 - Validating their experience, with sensitivity and compassion
 - Informing them of one's reporting responsibilities
 - Connecting victims with available resources
 - Confirming that actions are being taken

Accountability

We will build a culture of accountability, where we minimize harassment, harmful power dynamics, and other abuse, by:

- Communicating openly about conflict
- Holding oneself accountable; apologizing readily
- Approaching perpetrators of harassment or other abuses of power
- Reporting problematic behavior according to UNC regulations