

Spasojevic Ecology Lab Code of Conduct

In the Spasojevic lab we strive to create a culture of inclusion and collaboration where all are welcome. We value the participation of every member of our community and want to ensure that every lab member and collaborator has a positive, educational experience unhindered by unnecessary challenges caused by non-inclusive behavior. Accordingly, everyone who participates in any Spasojevic Lab project is always expected to show respect and courtesy to other community members.

All lab members are dedicated to a harassment and discrimination-free experience for everyone. Discrimination or harassment based on racial or ethnic background, citizenship status, religion (or lack thereof), political affiliation, gender identity/expression, sexual orientation, dis/ability status, appearance or body size will not be tolerated. We do not tolerate harassment or discrimination by and/or of members of our community in any form.

We ask all members of the lab to conform to the following Code of Conduct.

- All communication - online and in person - should be appropriate for a professional audience including people of many different backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time or place.
- Be kind to others. Do not insult or put down others.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Make an inclusive environment for everyone. Give everyone a chance to talk, to be heard, and an opportunity to contribute.
- Be aware that your actions can be hurtful to others or contribute to a negative environment even if you had no intent of harm. Listen. Offer a genuine apology. Commit to learning and doing better.

Unacceptable behavior includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, race, religion, posting sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention. Members of the community who violate these rules - no matter how much they have contributed to the lab, or how specialized their skill set - will be approached by Marko Spasojevic and will be asked to stop any harassing or discriminatory behavior and are expected to comply immediately. If inappropriate behavior persists after a discussion with Marko, the issue will be escalated according to procedures laid out by the relevant entities at UC-Riverside. To report an issue please contact Marko Spasojevic. All communication will be treated as confidential.

By signing below, I agree to adhere to the lab code of conduct.

Name _____

Signature _____ Date _____