

Code of Conduct - Lohmann Lab

We, the members of the Lohmann Lab and Graduate School of Oceanography, value the participation of every member from within and outside of our community and want to ensure that every participant has an enjoyable and rewarding experience. Accordingly, everyone who participates in any lab related project is expected to show respect and courtesy to others at all times.

We are a community of learning, and learning includes making mistakes, being corrected and being helped along the way. Typically, we each arrive as learners, but will transition to become mentors and formal teachers within the academic environment. It is important to remember that none of us makes mistakes or is slow to grasp new concepts on purpose; this is part of the learning process. Similarly, being corrected on how to perform a given task is not meant as an attack on the individual. I expect all of us in our roles as mentors and mentees to keep this in mind as we go about our daily business.

Dr. Rainer Lohmann, as head of the Lohmann Lab, and all lab members, are dedicated to a *harassment-free experience for everyone*, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, language, and culture. We do not tolerate harassment by/or of members of our community in any form. The Lohmann Lab additionally strives to continuously educate themselves and improve in our efforts regarding diversity, inclusion and belonging.

To make clear what is expected, we ask all members of the Lohmann Lab community 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 language and imagery is not appropriate at any time.
- Be kind to others. Do not insult or put down other contributors.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Lab members are expected to report and/or intervene in the event of behaviour in violation of this code of conduct.
 - Concerned parties will face no repercussions when reporting superiors for misconduct and accommodations will be made to address any problems
- Welcoming of differences. Tolerance means recognizing that our diversity is a strength — a wellspring of creativity and renewal for all members.

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, language, and culture, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.

Should a breach of the expectations outlined above occur, please do the following:

(i) make yourself a record of what happened (email to yourself, or on paper). This will help to document the incident.

(ii) talk to somebody else about it

(iii) if possible, address it yourself, or inform somebody who can intervene on your behalf with either the perpetrator, Dr Lohmann or a person outside of the group.

Participants asked to stop any harassing behavior are expected to comply immediately. We refer to the URI-GSO Code of Conduct for actions and sanctions.

Here is a short list of training opportunities to help align expectations within the Lohmann lab group and the wider URI and Bay Campus community:

- Safe zone training
- Sexual harassment training
- Diversity training
- Communication training

Members of the community who violate these rules - no matter how much they have contributed to the Lohmann lab, or how specialized their skill set - will be approached by Dr. Lohmann. If inappropriate behavior persists after a discussion with Dr. Lohmann, the contributor will be asked to discontinue their participation in Lohmann lab projects.

To report an issue please contact Dr. Lohmann. All communication will be treated as confidential. Reports can also be made to one of the Deans (Princess Metuge, Rob Pockalny). Reports can also be made through online or in person anonymous forms with the URI main campus.