Developing Codes of Conduct

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My path towards developing codes of conduct

• Disclaimer: Not an expert
• Spent 150 days at sea in Antarctica & North Atlantic → seen a lot, both good and bad
• Developed Code of Conduct as Vice President of the Society for Women in Marine Science (SWMS)
• Participated in ADVANCEGeo workshop on codes of conduct
Community Guidelines

Agreements and community norms

- No one knows everything; together we know a lot
- What’s learned here leaves here, what’s said here stays here
- Set aside what can wait
- Listen actively - respect others when they are talking
- Speak from your own experience instead of generalizing (“I” instead of “they”, “we”, and “you”)
Why develop a code of conduct?

• Ensures a safe and respectful environment
• Provides concrete guide as to what behaviors are expected and appropriate
• Defines reporting and investigative procedures
• Outlines disciplinary action for conduct violations
• Sets clear benchmarks as to how behavior is measured

Sources
https://serc.carleton.edu/advancegeo/resources/codes_conduct.html
Indeed.com/hire/c/info/write-a-code-of-conduct
Who should have a code of conduct?

• Any organization!
• Academic institutions and departments
• Professional Societies
• Meetings & events
• Field research stations & vessels
• Laboratories
• Classrooms
How do I develop a code of conduct?

Advance GEO
• Borrow language already present in current codes of conduct
• Solicit continuous feedback (google docs!)
• Build in mechanisms for continued re-evaluation of its effectiveness and for revision

Indeed.com
1. Determine who will be included in the creation of your company’s code of conduct
2. Consider any ethical issues that have occurred in the past
3. Create an outline
4. Discuss the draft with stakeholders
5. Compose the final draft
How did I develop a code of conduct?

Advance GEO

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Ocean, Carbon, Biogeochemistry Program
https://www.us-ocb.org/about/ocb-program-code-of-conduct/

Develop draft and solicit feedback from SWMS steering committee and membership (1 month)

Should reevaluate this year

https://swmsmarinescience.com/swms-policies/
At URI...

• Office of Equal Opportunity ➔ Discrimination ➔ Incident Report Form
• [https://web.uri.edu/equal-opportunity/](https://web.uri.edu/equal-opportunity/)
• Sexual violence and prevention response ➔ sexual misconduct reporting form
• [https://web.uri.edu/titleix/report/](https://web.uri.edu/titleix/report/)
At GSO...

• Currently no Code of Conduct
  • https://web.uri.edu/gso/diversity-and-inclusion/uri-support-resources/
  • Dean Metuge ‘go to’ for direction on reporting → OEC
  • R/V Endeavor references UNOLS Research Vessel Safety Standards
  • Goal of JEDI CoC committee & Dean’s office to finalize one by end of year
At GSO...

**URGE at GSO**

- Develop a code of conduct and JEDI initiatives for research labs
- Formation of ombuds team and streamlining of reporting process
- Establish an official policy for working with communities of color / native tribes
- Make existing resources more widely known/publicized
At GSO...

Developing Code of Conduct for SURFO program
*apply to GSO CoC in development*

Includes Mission, expectations, alcohol & drug policies in line with URI policies

Defines what bullying/harassment is and process for reporting it

Give victims language for what to report, how to report it, and where to report
Questions?

Activity!
Let’s take a look at some codes of conduct...
Activity: Review examples in breakout groups

Laboratories

Beinart Lab Code of Conduct

We value the participation of every member of our co lab member has an enjoyable and fulfilling experience in any Beinart Lab project is expected to show respect members at all time.

Roxanne Beinart, as head of the Beinart Lab, and all harassment-free experience for everyone, regardless sexual orientation, disability, physical appearance, other experiences they provide but may be also challenging in that they can make feeling good challenging. Acceptance in our cruise activity is expected to be extra mindful of their respect and courtesy to others at all time. I ask you to be professional. Of course, harassing behaviors are unacceptable, collaborative, compassionate, and supportive. Here I outline do occur amongst adults. Criminal behaviors will of course authorities.

- All communication - online and in person - should include people of many different backgrounds. It is not appropriate at any time.
- Be kind to others. Do not insult or put down others.
- Behave professionally. Remember that harassment jokes are not appropriate.

Research cruises

Code of Conduct

From Menden-Deuer Lab Code of Conduct [excerpts]
Happy people are productive people. Respect, a feeling of common goal are essential contributors to happiness. It is critical that communication be enjoyable and fulfilling experiences. Cruises are outside experiences they provide but are also challenging in that they can make feeling good challenging. Acceptance in our cruise activity is expected to be extra mindful in their respect and courtesy to others at all time. I ask you to be professional. Of course, harassing behaviors are unacceptable, collaborative, compassionate, and supportive. Here I outline do occur amongst adults. Criminal behaviors will of course authorities.

Professional Societies

https://www.agu.org/Plan-for-a-Meeting/AGUMeetings/Meetings-Resources/Meetings-code-of-conduct
Does the Code of Conduct address these aspects? If not, what is missing?

- Ensures a safe and respectful environment
- Provides concrete guide as to what behaviors are expected and appropriate
- Defines reporting and investigative procedures
- Outlines disciplinary action for conduct violations
- Sets clear benchmarks as to how behavior is measured
Now what?

• Reflect on the classrooms, laboratories, departments, institutions, and field stations you’re involved with
• Do they have codes of conduct?
• If yes, read them? Are they good enough?
• If not, get a group to help make one! Plant the seed...