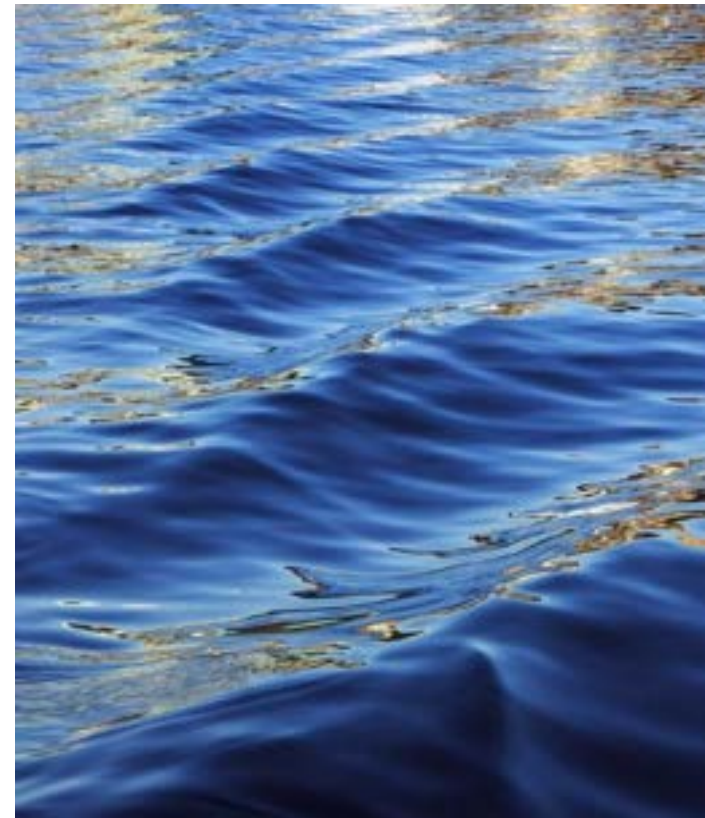# Developing Codes of Conduct

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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

SWMS
SOCIETY FOR WOMEN IN MARINE SCIENCE

ADVANCEGeo PARTNERSHIP
Empowering (geo)scientists to transform workplace climate

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

- 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

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/

- Sexual violence and prevention response → sexual misconduct reporting form

- 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

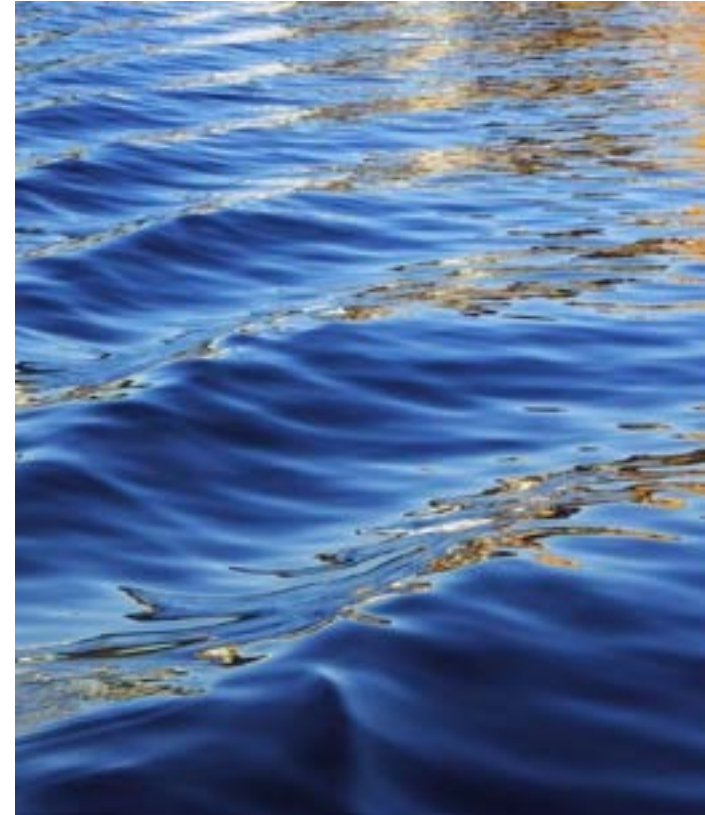   Defines what bullying/harassment is and process for
reporting it

    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 respec
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, bo
tolerate harassment by and/or of members of our con

To make clear what is expected, we ask all members
the following Code of Conduct.

- All communication - online and in person - sho
  audience including people of many different ba
  is not appropriate at any time.
- Be kind to others. Do not insult or put down ot
- Behave professionally. Remember that harass
  jokes are not appropriate.

Research cruises

Code of Conduct   EN685

From Menden-Deuer Lab Code of Conduct [excerpts]
Happy people are productive people. Respect, a feeling o
common goal are essential contributors to happiness. It is crit
has an enjoyable and fulfilling experience. Cruises are outsta
experiences they provide but are also challenging in that sep
many other aspects can make feeling good challenging. Acco
in our cruise activity is expected to be extra mindful in their c
respect and courtesy to others at all time. I ask you to ho
conduct. Of course, harassing behaviors are unacceptable,
collaborative, compassionate, and supportive. Here I outline
do occur amongst adults. Criminal behaviors will of cours
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…