

Beinart Lab Code of Conduct

We value the participation of every member of our community and want to ensure that every lab member has an enjoyable and fulfilling experience. Accordingly, everyone who participates in any Beinart Lab project is expected to show respect and courtesy to other community members at all time.

Roxanne Beinart, as head of the Beinart 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 or religion. We do not tolerate harassment by and/or of members of our community in any form.

To make clear what is expected, we ask all members of the Beinart 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.

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

Participants asked to stop any harassing behavior are expected to comply immediately.

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

To report an issue please contact [Roxanne Beinart](#). All communication will be treated as confidential.

The material in the Beinart Lab Code of Conduct is partially derived from "[Whitaker Lab Project Management](#)" by Dr. Kirstie Whitaker and the Whitaker Lab team, used under CC BY 4.0. Dr. Mystery's Lab Guide is licensed under CC BY 4.0 by Roxanne Beinart

From Menden-Deuer Lab Code of Conduct [excerpts]

Happy people are productive people. Respect, a feeling of belonging and contributing to a common goal are essential contributors to happiness. It is critical that every member of our team has an enjoyable and fulfilling experience. Cruises are outstandingly awesome in the unique life experiences they provide but are also challenging in that separation from home, rough seas and many other aspects can make feeling good challenging. Accordingly, everyone who participates in our cruise activity is expected to be extra mindful in their care of themselves and others. Show respect and courtesy to others at all time. I ask you to hold yourself to a high standard of conduct. Of course, harassing behaviors are unacceptable, but I ask you to go further: be collaborative, compassionate, and supportive. Here I outline possible conflicts and frictions that do occur amongst adults. Criminal behaviors will of course be dealt with by the appropriate authorities.

Susanne Menden-Deuer, as head of the Lab, and all lab members, are dedicated to a *harassment-free experience for everyone*, regardless of gender, gender identity and expression, disability, physical appearance, body size, race, ethnicity, age, sexual orientation or religion and the myriad of ways in which we all differ from each other. This list is not exhaustive. Everyone is unique in some aspects. We do not tolerate harassment by and/or of members of our community in any form. In fact, we pride ourselves in providing a comfortable, scientific home to a diverse range of people. As our research shows (Menden-Deuer & Rowlett 2014, 2018, 2021) diversity is the spice that maintains life and what is good for plankton, is good for people.

Some basic aspects that are expected are that:

- All communication - online and in person - should be professional and appropriate for audiences including people of many different backgrounds. Sexual language and imagery are never appropriate. Harassment, sexist, racist, or exclusionary jokes are not appropriate. Recognize that during cruises, there is very little personal space and the personal and professional spheres meld. Post-cruise parties have been events that perpetuate inequities and hierarchies and have led to talented people feeling unwelcomed, traumatized and left the field. Absolutely celebrate the successful conclusion of the cruise but do so in a professional and kind manner.

- Be kind. We frequently evaluate each other's work, formally and informally, in person, in writing and even amorously as reviewers. Whenever you evaluate someone else's work, remember, they worked hard to put this together. Be kind and consider their perspective when giving feedback. Do not insult or put down other contributors. Don't make comments about the person, or their intent. Think about what is needed to move past the challenge. Don't give false praise. Praise what is praise worthy but also point out weaknesses, just avoid getting personal and keep your feedback on the issue. Also make sure to be forgiving with each other and give each other leeway (e.g. Sometimes people are short on sleep and become less courteous, which is different than harassment).

- Nobody is special. No matter how senior, what your affiliation or status on the cruise or what your funding source is, these expectations apply to everyone, Dr. Menden-Deuer included. Do not hesitate to point out undesirable behaviors anywhere in the food web.

Reporting: We will have several ways of reporting offensive behavior that occurs on the cruise. PIs Menden-Deuer and Steinberg are both available any time for discussion as is the Captain and other senior personnel. As senior individuals and those in power are often the source of undesired behaviors and affected individuals might feel a barrier to reporting issues, we also have multiple other reporting avenues. *See a list at the end of this document.*

Participants asked to stop any harassing behavior are expected to comply immediately. If inappropriate behavior persists after a discussion with Susanne Menden-Deuer, the contributor will be asked to discontinue their participation in any lab projects.

Consequences: Everyone makes mistakes and violation of these expectations might not automatically result in your termination but the integrity of the affected individual(s) need(s) to be honored and so there have to be consequences. Top priority will be to ensure the safety and well being of the affected party. The consequences at minimum will include a discussion with Dr. Menden-Deuer about the events, ensuring that the perspective of the affected individuals are considered. Further steps might include a letter to the affected individual offering an apology and the insights gained through further reflection. I am focusing on inter-personal issues here. Obviously, all criminal behavior will be dealt with in the appropriate manner by the appropriate authorities.

Plankton Ecology is an awesome higher goal to dedicate yourself to and I am happy to say that for 10 years and counting, our lab has been an awesome, inspiring place to learn and research. That does not mean there aren't 'issues' it means we deal with issues in a constructive manner, and that is a collective task. Thank you!

Please acknowledge reading this by signing below. Please do not hesitate to contact me about any and all of this content, I welcome feedback and comments.

I have read the above statements:

Name

Date

Signature

Reporting incidence beyond the ship:

Please identify resources on the following webpage. Please write down phone numbers etc. incase the internet on the ship is down.

<https://web.uri.edu/gso/diversity-and-inclusion/uri-support-resources/>