

## College of Biological Sciences Code of Conduct

The College of Biological Sciences (CBS) is committed to fostering the education of students and postdocs in a welcoming and supportive environment. All students, postdocs, fellows, staff and faculty are expected to treat each other in a respectful, professional manner. We are all responsible for holding our student, postdoc, staff and faculty community to professional and respectful standards, both on and off campus (e.g. at University field stations, or during travel for conferences, meetings or field work). In addition to following University policies, we ask all members of CBS to support and adhere to our community norms of respectful and responsible conduct.

### Expected Conduct

CBS has established the following standards of conduct:

- Act ethically and with integrity
- Be fair and respectful to others
- Be welcoming and inclusive of all people
- Manage, supervise, instruct, and advise responsibly
- Protect, preserve, and responsibly use University resources and property
- Promote a culture of compliance with legal requirements
- Preserve academic freedom
- Ethically conduct research, teaching, and community engagement
- Avoid conflicts of interest and commitment
- Carefully manage public, private, and confidential information
- Promote physical and mental health and safety

### Sanctions for Unacceptable Behavior

Sanctions will be commensurate with the nature and severity of the offense, whether violations have been persistent, and the impact of the offense on any other people involved. Sanctions may include one or more of the following:

- Warning
- Probation
- Confiscation of goods possessed, used, or shared illegally or in an unauthorized manner
- Restitution
- Reassignment of work activities
- Paid or unpaid leave of absence
- Termination of employment

### Unacceptable Behavior

CBS will take disciplinary action for the following offenses:

- Sexual harassment, sexual assault, stalking, and relationship violence
- Discrimination
- Retaliation
- Illegal or unauthorized possession, use, or sharing of weapons, drugs, or alcohol
- Unethical research, including falsification of data or information
- Scholastic dishonesty
- Unauthorized use, including misuse, of facilities, equipment, or services
- Theft, property damage, or vandalism
- Violation of University rules
- Violation of local, state, or federal laws

### Reporting Misconduct

Report suspected or alleged misconduct to any or all of the following:

- A supervisor or instructor
- Departmental or Collegiate Leadership
- Human Resources in the College of Biological Sciences ([cbshr@umn.edu](mailto:cbshr@umn.edu))
- the Equal Opportunity and Affirmative Action (EOAA) Title IX office ([eoaa@umn.edu](mailto:eoaa@umn.edu))
- anonymously via the U Report system (1-866-294-8680, <https://compliance.umn.edu/report>)

If you report suspected or alleged misconduct, then the University of Minnesota has a policy that will protect you from retaliation. Note that all University employees are required to report sexual misconduct to the Title IX office.