

COMMUNITY STANDARDS

The College of Biological Sciences (CBS) is committed to fostering the education of students and postdocs in a welcoming and supportive environment.

All members of the CBS community are expected to treat each other in a respectful, professional manner. We are all responsible for holding to those standards both on and off campus (e.g. at 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 of University resources and property
- Promote physical and mental health & safety
- Promote a culture of compliance with legal requirements
- Preserve academic freedom
- Ethically conduct research, teaching and community engagement
- Avoid conflicts of interest
- Carefully manage public, private and confidential information

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

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

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)
- The Equal Opportunity and Affirmative Action (EOAA) Title IX office (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.

