Bramson Research Group Code of Conduct

Our group values and welcomes diverse perspectives and backgrounds; science is a human endeavor and belongs to everyone, regardless of race, sex, gender identification and expression, romantic and sexual orientation, family status, age, religion and non-faith perspectives, ethnic background, national origin, primary language, and disability status.

We value the participation of every member of our community and want to ensure everyone has an enjoyable and fulfilling experience, both professionally and personally. Accordingly, all members of our research group are expected to show respect and courtesy to others at all times.

Science is done by humans. We are not robots, nor do we expect each other to be. In all human and social endeavors, interpersonal conflict can arise -- often times entirely unintentionally. Please be aware of your words and conduct, as we can commit microaggressions and cause harm without realizing it. Harassment has no place in our lab group and will not be tolerated. Anyone asked to stop harassing or otherwise unwelcoming behavior is expected to comply immediately. If behavior does not improve, members risk being asked to leave the lab group at the discretion of PI Bramson.

My goal for our group is also to have the means for navigating conflict if/when it arises. We do not want issues to be left unaddressed and fester. Please bring any concerns to Prof. Bramson so that we can mediate the conflict and find resolution. If there is an issue with Prof. Bramson herself and/or you do not feel comfortable bringing a concern to her directly, you can utilize [departmental ombudspeople](#) and other department/university resources (see department Code of Conduct below for flow chart of reporting mechanisms).

A positive culture is not necessarily an implicit outcome. We will all actively work together to create the positive, constructive, safe, healthy, and inclusive culture that we want and that *all* members of our community deserve.

Quotes adopted from other resources that motivate and inspire our group:

"We create our culture, and our culture is inclusive." -Inspired by the Bahlai Lab Code of Conduct linked below

"We are all smart. Distinguish yourself by being kind." - Quote from Charles Gordon, cited in the Maestre (2019) article linked below

Please note that this is not a legal document, supplementing, but not superseding, Department and University-level policies.

- EAPS Department's [Code of Conduct](#)
- Purdue University's [Statement of Integrity and Code of Conduct](#)

Useful and important resources:

- [Ten simple rules for building an antiracist lab](#) (Bala Chaudhary and Asefaw Berhe, 2020)
- [Ten simple rules towards healthier research labs](#) (Maestre 2019)

Other labs' codes of conducts that provide inspiration for this document:

- Basin Research Group (Chris Jackson):
  https://risingfluids.com/coc/
- BahlaiLab (Christine Bahlai):
  https://github.com/BahlaiLab/Policies/blob/master/Code_of_conduct.md
- The Turing Way and WhitakerLab (Kirstie Whitaker):
  https://github.com/alan-turing-institute/the-turing-way/blob/main/CODE_OF_CONDUCT.md
- Environmental Modelling Research Group (Jon Hill):
  https://envmodellinggroup.github.io/coc.html
- Experimental Micromechanical Characterisation Research Group (Ben Britton):
  https://www.expmicromech.com/people/code-of-conduct
- Zhang Research Lab (Xinning Zhang):
  https://zhang.princeton.edu/sites/zhang/files/media/zhang_lab_code_of_conduct_2021_04-wcag.pdf