

## Cedar Creek Ecosystem Science Reserve Code of Conduct

Cedar Creek Ecosystem Science Reserve (henceforth Cedar Creek) is committed to fostering research, education, and community engagement in a welcoming and inclusive environment. All people at Cedar Creek, including all researchers, students, employees, and visitors, are expected to treat each other in a respectful and professional manner. We are all responsible for holding our community to standards of conduct. In addition to following University policies, we ask all members of the Cedar Creek community to support and adhere to our norms of respectful and professional conduct.

### Expected Conduct

Cedar Creek 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
- Suspension from Cedar Creek, its facilities (e.g., lodging), or its equipment (e.g., vehicles)
- Expulsion from Cedar Creek, its facilities (e.g., lodging), or its equipment (e.g., vehicles)
- Termination of employment

### Unacceptable Behavior

Cedar Creek 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
- the Associate Director of Cedar Creek ([isbell@umn.edu](mailto:isbell@umn.edu))
- any Cedar Creek staff member
- 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.