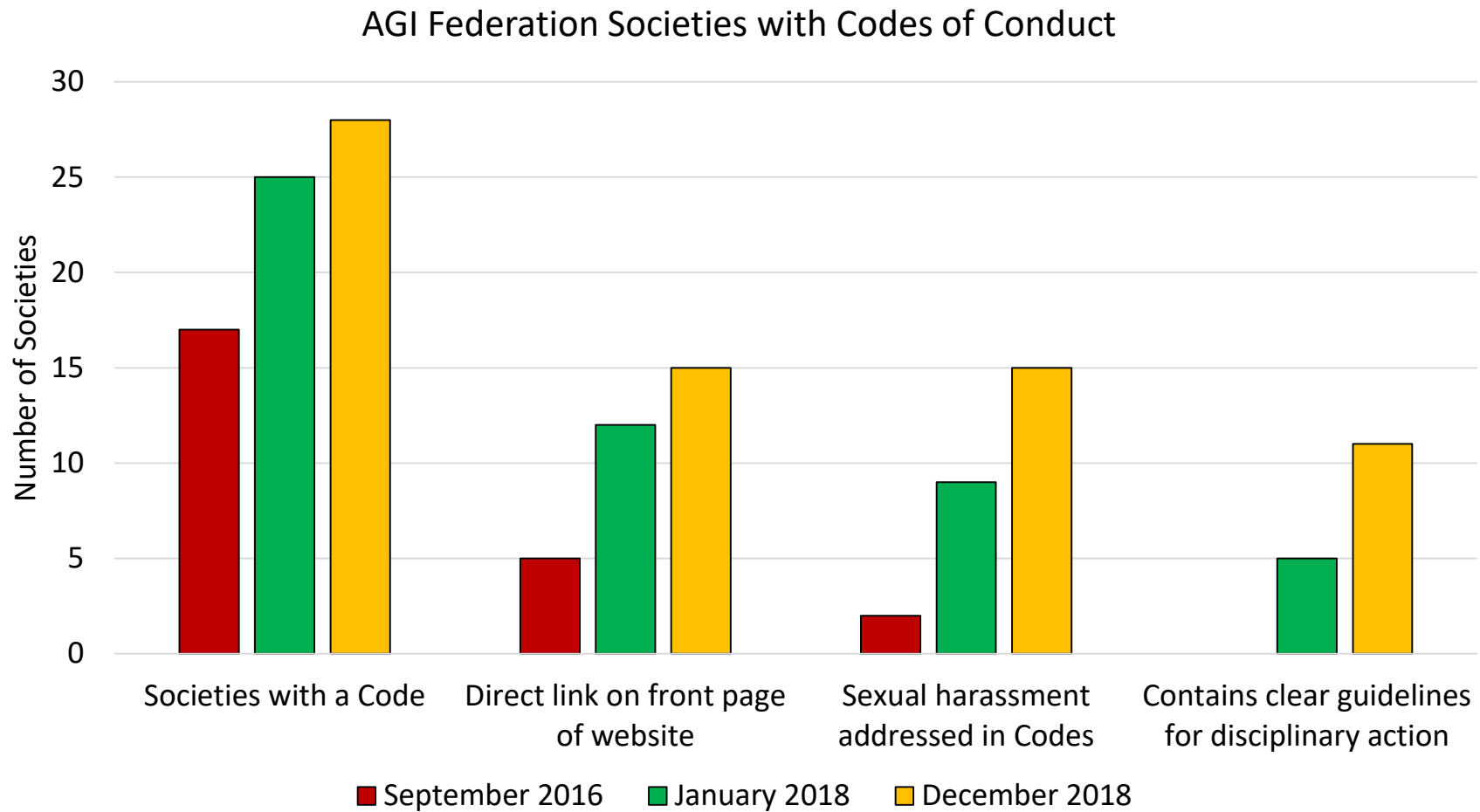# Developing Effective Codes of Conduct

# What is a Code of Conduct (COC)?

Historically, scientific societies' codes of conduct most likely addressed traditional definitions of research ethics, including...

- Plagiarism

- Data fabrication

- Authorship disputes

- Events' code of conduct to ensure a safe and respectful environment at meetings and conferences

*This isn't sufficient! Harassment and Bullying should also be addressed here.*

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# Change is Happening

**AGI Federation Societies with Codes of Conduct**

Schneider, B., M.A. Holmes and E. Marin-Spiotta. 2018. Sexual harassment in the Sciences: Response by Professional Societies AGI Currents # 125.

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# Who here is familiar with KU's Code of Conduct and Policies?

http://policy.ku.edu/FacultyCodeKULawrence/faculty-code-of-rights

http://policy.ku.edu/sites/policy.ku.edu/files/Code%20of%20Student%20Rights%20and%20Responsibilities_8.12.16_10.6.16.pdf

http://policy.ku.edu/IOA/racial-ethnic-harassment-policy

http://ioa.ku.edu/

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# What makes for an effective COC?

- Identifies and defines appropriate and inappropriate behaviors
- Goes beyond ethical treatment of data to include the treatment of people
- Clearly specifies reporting and investigative procedures
- Outlines disciplinary action for conduct violations
- Includes protection against retaliation
- Has built in mechanism for continued re-evaluation of its effectiveness and for its revision

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# Field Codes of Conduct

In addition, effective policies for field environments should include…

- **Protection for targets**: protect their safety, allow them to continue their fieldwork with minimal disruption, protect privacy as much as possible.

- **Always have an "out":** all field workers must have access to transportation and communication devices whenever possible, with no gatekeepers.

- Always have **multiple resources/avenues to contact help available** for all involved and witnesses

- **Encourage bystander intervention** and reporting
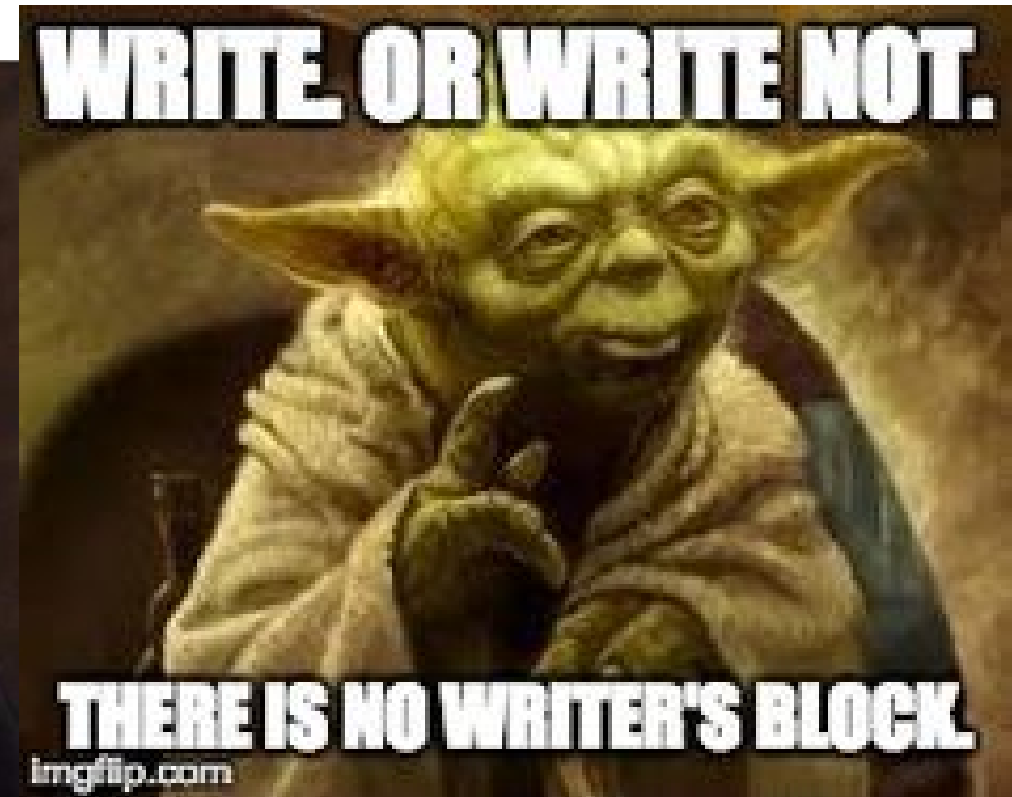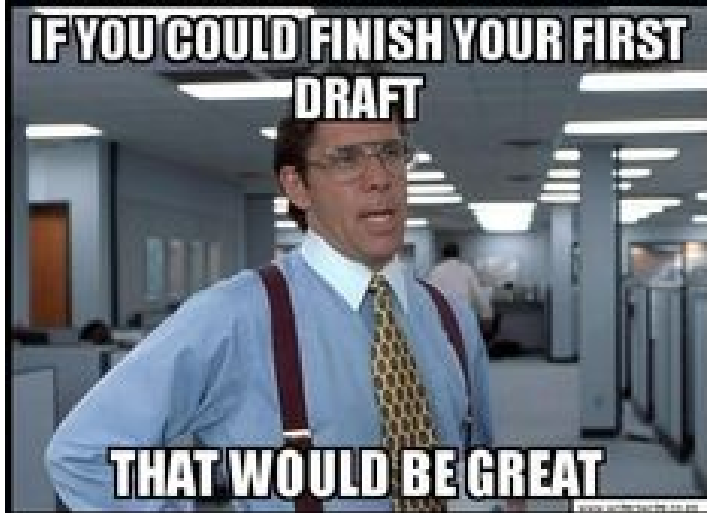
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# What NOT to include!

Zero tolerance policies

- Implementation is inconsistent

- [Data shows that zero tolerance policies are not deterring misbehavior](http://www.nea.org/assets/docs/alternatives-to-zero-tolerance.pdf)

- Data also shows that zero tolerance disproportionately impacts members of marginalized groups

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# Time to Write!
You can find samples of codes on the ADVANCEGeo website

# Developing Action Plans

Reflect on your workplace climate. How do you want your program or department viewed by others, including students (enrolled and prospective), other faculty and staff, the administration, professional peers, the community?

*Climate is the atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions.*

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# Developing Action Plans

- Identify areas of "Department Climate" that could/should be addressed.

- What actions can YOU take personally to address these situations?

- What actions should be taken BY THE DEPARTMENT to address these situations (policies, procedures, activities….)

- Identify what, when and by whom in your Action Plan

# Be Prepared to Report Back to the Whole Group

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# Actions you can take today

- Map out where, when and by whom Professionalism will be taught across your curriculum.

- Conduct a departmental "climate survey" for faculty, staff, students

- Commit to responsible, evidence-based practices in teaching; add an inclusivity statement on your syllabus!

- Write reviews/letters of recommendation to the highest standards

- Commit to broadening participation, diversity, making your department welcoming for EVERYONE; supporting diverse student needs; recruiting a diverse faculty; focus on student success.

- Insist on civility in all department functions

- Consider making a departmental values statement