

Code of Conduct

The Department of Microbiology requires a hospitable, welcoming, and professional environment to achieve its teaching, research, and service [mission](#). These critical functions of the Department rely upon the collective efforts of students, staff, and faculty. Members of our community must adhere to [OSU guidelines](#) that set minimum expectations for environments free from discrimination and harassment based on age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. Beyond these minimums, the Department works to advance the [OSU shared values](#) of excellence and impact, diversity and innovation, inclusion and equity, care and compassion, and integrity and respect. Specifically, we expect our members to:

- Recognize the diverse, impactful contributions of all members (faculty, staff, students)
- Be respectful of different viewpoints and experiences
- Deliver and receive feedback constructively
- Be conscious of power imbalances that exist within labs and the department
- Avoid using power hierarchies to coerce, threaten, or undermine others

If you experience or witness cases of discrimination, harassment or sexual misconduct, know that the University has clear and strict non-discrimination, harassment, and sexual misconduct [policies](#). Be aware that all University employees are required to report all suspected forms of discrimination and harassment. You should also be aware that confidentiality is not always guaranteed in these cases, and you should make sure to request a confidential counselor when necessary. The only individuals to whom you can disclose violations of the sexual misconduct policy with guaranteed confidentiality are the following:

- Professional counselors (e.g. [Student Health Center](#), [Counseling & Consultation Services](#))
- Pastoral counselors
- Medical professionals
- Sexual Assault Response Network of Central Ohio ([SARNCO](#))
- [RAINN](#) (a national anti-sexual assault organization)

If you experience or witness other Code of Conduct violations, the Department of Microbiology encourages you to let someone know about inappropriate behavior. You are encouraged to talk to your advisor/mentor or a trusted individual as a first step. You can report the issue to the Chair of the Department, a Vice Chair, Chair of the grievance committee, or the Chair of the DEI committee. If you are uncomfortable approaching the leadership of the Microbiology Department, you can reach out directly to the College of Arts and Sciences by contacting the Employee Labor Relations (ELR) specialist MJ Tang (tang.1412@osu.edu). Reports of discrimination, harassment, and sexual misconduct can also be submitted to Ohio State through <https://equity.osu.edu>. If you need to talk to someone outside the Department, some additional OSU resources are:

- University anonymous reporting line: <http://ohio-state.ethicspoint.com>; 1 (866) 294-9350
- Student Complaint and Grievance Systems: <https://oaa.osu.edu/complaint-and-grievance-systems>
- Student Life Bias Assessment and Response Team: <https://studentlife.osu.edu/bias/>
- Research Misconduct: <http://orc.osu.edu/regulations-policies/misconduct/>

In accordance with the Microbiology Department [Patterns of Administration](#) and [Appointments, Promotion, and Tenure](#) documents, collegiality and professionalism, as defined in this document, will be considered in annual merit review.

In the case of field work and off-site conference travel, the Principal Investigator should conduct a risk assessment of individuals in the team as part of pre-departure preparation. This assessment requires faculty to consider the experiences and exposure of (Black and Indigenous people of color) BIPOC and vulnerable trainees. In the case of fieldwork, physical safety risks should be considered and information about them distributed to the field team. These can include but are not limited to the presence of poisonous plants, animals, or insects, public/private land boundaries, and threats linked to inclement weather. Emergency contact info must be available. Relevant resources are:

- [Ten steps to protect BIPOC in the field](#)
- NSF EMERGE Biology Integration
Institute: , <https://scholars.unh.edu/cgi/viewcontent.cgi?article=1217&context=ersc>
- AJ.C. Demery, M.A. Pipkin, Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. Nat Ecol Evol, (2021). www.preprints.org/manuscript/202008.0021/
- More Resources: https://serc.carleton.edu/advancegeo/resources/field_work.html

OSU Policies

- Graduate Student Grievance Review Guidelines (p. 94) in Program Handbook: https://gradsch.osu.edu/sites/default/files/resources/pdfs/HB_HB20171201.pdf
- Policy 1.15 Sexual Harassment Frequently Asked Questions: <https://hr.osu.edu/public/documents/policy/resources/115faq-relations.pdf>
- Code of Student Conduct: <http://studentconduct.osu.edu/>
- Non-Discrimination, Harassment, and Sexual Misconduct Policy: <https://go.osu.edu/non-discrimination-policy>
- Whistleblower Policy: <http://hr.osu.edu/policy/policy140.pdf>

On-campus Resources

- Buckeyes Act: Ohio State's comprehensive plan to combat sexual misconduct and relationship violence. <https://www.osu.edu/buckeyesact>
- Student Complaint and Grievance Systems: <https://ugeducation.osu.edu/complaint-grievance-and-appeal-procedures>
- Title IX Office: <http://titleix.osu.edu/>
- Office of Institutional Equity: <https://equity.osu.edu/>
- Office of Diversity and Inclusion: <https://odi.osu.edu/>
- Student Wellness Center: <https://swc.osu.edu/>
- The Women's Place: <https://womensplace.osu.edu>
- Implicit Bias Information: <https://womensplace.osu.edu/resources/implicit-bias-resources>

Off-campus Resources

- The American Association of University Professors (AAUP) Statement of Professional Ethics: <https://www.aaup.org/report/statement-professional-ethics>
- National Academies of Science report "Fostering Integrity in Research": <https://www.nap.edu/read/21896/>
- LSA Civility
Panel: <https://www.linguisticsociety.org/sites/default/files/Our%20Linguistics%20Community.pdf>
- Harvard's Project Implicit: <https://implicit.harvard.edu/implicit/>
- Domestic violence hotline: <https://www.thehotline.org/>
- RAINN—Sexual assault hotline: <https://www.rainn.org/>
- Suicide and Crisis lifeline: <https://988lifeline.org/>
- Need Immediate Assistance? If you, or someone you know, is in an imminent danger to themselves or someone else, go to the nearest Emergency Room or call 911. <https://ccs.osu.edu/need-immediate-assistance>
- Crisis Text Line Free, 24/7, Confidential. Text "4HOPE" to 741-741
Crisis Text Line serves anyone in any type of crisis, providing them access to free, 24/7 emotional support and information via text.
- GLAAD resources: <https://www.glaad.org/resourcelist/>
- The Trevor Project help services: <https://www.thetrevorproject.org/resources/>