

Code of Conduct

Department of Entomology, University of Nebraska-Lincoln

Approved 16 August 2019

The University of Nebraska-Lincoln Department of Entomology promotes discovery in the life sciences and the improvement of the human condition through innovative research, high-quality education, effective extension and public outreach, and mentorship. We work in a variety of settings and engage in multiple capacities on and off-campus. It is vital that all members of the department adhere to appropriate and acceptable conduct in all of their official capacities as representatives of Entomology and the university.

Our professional activities will empower the growth and the acquisition of new knowledge and skills for all members of the department and of those with whom we work and interact. We promote a Code of Conduct providing a respectful and rewarding experience where all members of the department flourish and all learners are respected and encouraged.

Our Commitments

We value diversity in all its forms and are committed to providing a positive and welcoming environment for all staff, colleagues, students, volunteers, and visitors regardless of gender, sexual orientation, ability, religion, socioeconomic status, political perspective, career status, culture, or ethnicity.

We commit to being a nexus of cooperation, inclusivity, and unity to nurture personal and professional growth. Our broad disciplinary umbrella provides valuable opportunities to reach across all demographics with the timely and vital messages of environmental and social stewardship, and appreciation of our planet.

Expected Personal Behaviors

Appropriate, positive behavior towards others acknowledges and values who they are and what they are doing, and this reflects on one's own character, integrity, and values. All personnel working in the Department, in any of its activities in any capacity, will:

- Treat everyone with respect and consideration, with sensitivity to personal and cultural concerns and differences.
- Maintain respectful dialogue at all times to promote constructive discourse.
- Evaluate the work of colleagues fairly and objectively.
- Recognize past and present contributors to science and accomplishments of others.
- Support the professional growth and success of others, especially when in a formal or informal mentoring role.

Prohibited Personal Behavior

- Harassment and intimidation, including verbal, written, or physical conduct that demeans, denigrates, threatens, intimidates, or coerces another person.

- Discrimination or exclusion based on gender or gender identity, sexual orientation, age, disability, physical appearance, body size, race, religion, political perspective, national origin, or culture.
- Physical, emotional, or verbal abuse of any person.
- Assuming credit for the accomplishments of others.

Reporting

If you see or experience prohibited or disrespectful behavior or language (unacceptable personal conduct), or if you witness unacceptable scientific conduct, if you feel that you are in a position to do so, please speak directly to the offender. You should also notify as appropriate either your direct supervisor, lab director, or the Department Head of Entomology.

If you feel uncomfortable with a situation or behaviors/language of others, and would prefer not to report to one of the people listed above, you should contact the Office of Institutional Equity and Compliance (<https://www.unl.edu/equity/> or call 402-472-3417) as soon as possible after the situation occurs. You may submit your concerns to the Office of IEC using the online form - <https://www.unl.edu/equity/Fillable%20Intake%202015.pdf>. If the issue is more serious you may submit an anonymous report to University of Nebraska Police at <https://www.unl.edu/tips-incident-reporting-system/>. For critical emergencies, call 911 or 402-472-2222 (2-2222 from a campus phone).

Violations of the expected behaviors described above will necessitate meeting with departmental and possibly IANR leadership to develop a corrective action plan that will be strictly enforced and time-bound. Egregious violations of policies, repeat offenses, or failure to conform to corrective action plans will lead to dismissal and exclusion from the department's premises.