

Code of conduct for EEB department and all its field stations and field sites

This Code of Conduct will be posted at all EEB field stations and field sites:

- *Expected Behavior*
 - All visitors, staff, students, and faculty are to be treated with respect and consideration, valuing a diversity of views and opinions.
 - Always be considerate, respectful, and collaborative.
 - Alert UM personnel and/or call 911 if you notice a dangerous situation or someone in distress.

- *Unacceptable or Criminal Behavior is:*
 - Physical or verbal abuse of any students, staff, faculty, or other departmental or field station guests
 - Assault, rape or other sexual violence; threatening or stalking anyone
 - Harassment, intimidation or discrimination in any form
 - Actions that create a hostile work environment and/or interfere, limit, or deprive an individual from participating in or benefitting fully from the education or research program and related activities

This includes:

- Verbal comments or inquiries related to gender, sexual orientation, disability, physical appearance, body size, race, religion, economic status, or national origin
 - Includes jokes based on any of these characteristics
 - Includes use of slurs or lewd comments in conversation, even when not directed at a particular person
- Verbal and nonverbal requests for sexual favors
- Repeated display of unwanted affection or attention towards another person (includes verbal, written and/or physical displays)
- Persistent, unwelcome requests for dates
- Unwelcome physical contact
 - Includes staring, touching, or invading an individual's personal space
- Blocking an individual's movement with your body or an object
- Inappropriate use of nudity and/or sexual images in the work environment or sharing such materials with co-workers
- Implicitly or explicitly making actions of a sexual nature a term or condition of a person's employment, academic standing, or participation in research programs and related activities

Verbal/Written Behavior Examples:

- Direct conversation
- Indirect conversation
- Texts, emails, instant messages
- Handwritten letters and notes
- Comments made on social media or other online platforms

Physical Behavior Examples:

- Touching someone with your body or an object
- Stalking
- Inappropriate staring
- Invading personal space

Remember: Harassment can occur between persons of the **same or different** genders, age groups, and positions/titles. Unacceptable behaviors are unacceptable **at all times** -- not just when classes, fieldwork, and other professional activities are in session.

Practice self-awareness in all interactions, and stay committed to maintaining a positive learning and work environment for all persons in the department and at any field station.

The confidential resources provided below are places where you can get advice and support.

EEB Contacts for Confidential Advice

- Nathan Sadowsky, Graduate Program Coordinator, (734) 615 7338, nsad@umich.edu
- Jo Kurdziel, Collegiate Lecturer, (734) 763 3684, josephak@umich.edu

UM Contacts for Confidential Advice

- SAPAC – Sexual Assault Prevention and Awareness Center (for faculty, staff and students)
(734) 936-3333
<https://sapac.umich.edu/>
- FASAP – Faculty and Staff Assistance Program (for faculty and staff)
(734) 936-8660
www.umich.edu/~fasap/
- CAPS – Counseling and Psychological Services (for students)
(734) 764-8312
<https://caps.umich.edu/>
- Office of the Ombuds (for students)
(734) 763-3545
<https://ombuds.umich.edu/>
- University Faculty Ombuds (for faculty)
(734) 763-2707
<https://facultyombuds.umich.edu/>
- Office of the Staff Ombuds
(734) 936-0600
<https://staffombuds.umich.edu/>

Important Links to University of Michigan Policies

You can find information on reporting, resources, and education at <https://sexualmisconduct.umich.edu/>, including where to file a complaint and how the university will investigate a complaint and determine corrective action.

- Umbrella Policy: <https://sexualmisconduct.umich.edu/umbrella-policy/>
- Reporting & Process: <https://sexualmisconduct.umich.edu/reporting-process/>

Individuals with Reporting Obligations (formerly known as Responsible Employees)

Individuals with Reporting Obligations are required to report any information they learn about suspected Prohibited Conduct to OIE or the Title IX Coordinator, so if you bring your concern to them, they must report it. They include Deans, Department Chairs, Associate Chairs, Directors, and Co-Directors **and also staff/faculty who travel abroad with students:**

- **All faculty and staff members who provide direct oversight of University-related travel abroad experiences for students, including University-sponsored study abroad, research, fieldwork, or internship programs;**
- **All faculty and staff members who accompany students on University-related travel abroad.**

The salient policy document is available in the University of Michigan Policy on Sexual and Gender-Based Misconduct, which can be found as the first part of the [Umbrella Policy](#). The section on Individuals with Reporting Responsibilities is on page 16.

Criminal Conduct

An individual who experiences, witnesses, or learns of possible criminal conduct should contact law enforcement directly by calling:

911 (for emergencies); or		
Division of Public Safety (DPSS)	University of Michigan Police Department (UMPD) Special Victims Unit (dedicated unit for responding to and investigating sexual assaults, intimate partner violence, stalking, and child abuse)	(734) 763-1131
Ann Arbor Local Law Enforcement	Ann Arbor Police Department Ypsilanti Police Department Washtenaw County Sheriff Department	(734) 994-2911 (734) 483-9510 (734) 971-8400