

Appendix X: EEB Code of Conduct

This Code of Conduct is shared within the department and posted at 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 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, including
 - jokes based on any of these characteristics, and
 - 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 and related activities
- 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:

- Inappropriate staring
- Touching someone with your body or an object
- Stalking
- 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
- Justin Hopper, Graduate Program Assistant, (734) 615-4917, jwhopper@umich.edu
- Jo Kurdziel, Collegiate Lecturer, (734) 763 3684, josephak@umich.edu
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UM Contacts for Confidential Advice

- SAPAC – Sexual Assault Prevention and Awareness Center (for faculty, staff and students) (734) 936-3333 www.umich.edu/~sapac/
- 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 www.umich.edu/~caps/
- Office of the Ombuds (for students) (734) 763-3545 www.umich.edu/~ombuds/
- University Faculty Ombuds (for faculty) (734) 763-2707 www.umich.edu/~facombud/

Important Links to University of Michigan Policies and Resources

- UM Standard Practice Guide Policy on Sexual Harassment <https://spgdev.web.itd.umich.edu/policy/201.89-0>
- U-M Sexual Harassment and Gender Based Misconduct Resources <https://sexualmisconduct.umich.edu/>

Individuals with Reporting Obligations (IRO)

University administrators, supervisors and employees in certain designated positions (including resident advisers and human resources staff) are considered Individuals with Reporting Obligations (IROs) and are required to share information they have received about possible sexual or gender-based misconduct with the Title IX Coordinator in the Equity, Civil Rights and Title IX Office. Additional information about this and other reporting options can be found here: <https://ecrt.umich.edu/file-a-report/>

Criminal Behavior

In the case of sexual assault/violence or stalking, please report directly to the Ann Arbor Police Department:

Ann Arbor Police Department
Ann Arbor Justice Center
301 E. Huron St., Ann Arbor, MI 48104

Call 911 in an emergency situation
(734) 794-6920