

Kohl Lab Code of Conduct

Science is hard, and we should all work to ensure that science isn't harder than it needs to be. Therefore, here in the Kohl Lab we will work to create an inclusive and welcoming environment.

We value the participation of every member of our community and want to ensure that every lab member and collaborator has a positive, educational experience unhindered by unnecessary challenges caused by non-inclusive behavior. Accordingly, everyone who participates in any Kohl Lab project is expected to show respect and courtesy to other community members at all times.

Kevin Kohl, as head of the Kohl Lab, and all lab members, are dedicated to a ***harassment and discrimination-free experience for everyone***. Unlawful discrimination or harassment based on racial or ethnic background, citizenship status, religion (or lack thereof), political affiliation, gender identity/expression, sexual orientation, dis/ability status, appearance or body size will not be tolerated. This is also in accordance with the University of Pittsburgh Nondiscrimination Policy (<http://www.diversity.pitt.edu/about/notice-non-discrimination>)

We do not tolerate unlawful harassment or discrimination of members in any form. We are particularly motivated to support new and/or anxious collaborators, people who are looking to learn and develop their skills, and anyone who may have experienced discrimination in the past.

Expectations of the Kohl Lab include:

- All communication - online and in person - should be appropriate for a professional audience including people of many different backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time.
- Be kind to others. Do not insult or put down other contributors.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Please make an effort to create an inclusive environment for everyone. Give everyone a chance to talk and an opportunity to contribute.
- Watch out for microaggressions (<https://www.psychologytoday.com/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race>). Be aware that your actions can be hurtful to others or contribute to a negative environment even if you had no intent of harm. Listen. Commit to learning and doing better.

Unacceptable behavior includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.

To report an issue, you have several options:

1. For minor offenses, you may contact Dr. Kohl (kevin.d.kohl@gmail.com) or Report a Bias via <http://www.diversity.pitt.edu/report-incident>. **Participants asked to stop any harassing or discriminatory behavior are expected to comply immediately.** Dr. Kohl will work with the Office of Diversity and Inclusion to complete both formal and informal investigations. If inappropriate behavior persists after a discussion with Kevin, the issue will be escalated according to procedures laid out by the Nondiscrimination and Anti-Harassment Reporting Procedures (<http://cfo.pitt.edu/policies/documents/procedure07-01-03web.pdf>)

2. For offenses of sexual misconduct or sexual violence, please realize that Dr. Kohl and all University staff are “responsible employees” according to the University of Pittsburgh Sexual Misconduct and Discrimination Policies. A responsible employee must report to the Title IX Office all relevant details about the alleged sexual violence shared by the victim including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. The Title IX office must be made aware of such issues. A responsible employee will not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement.

For more information regarding Responsible Employees and Reporting, see these videos:

<https://youtu.be/ZeBQoPthHLQ>
https://youtu.be/QGPbM_QQUGc

3. The University of Pittsburgh maintains a University Counseling Center and Student Health Services, which can offer confidential support. For more information, see the following resources:

<http://www.studentaffairs.pitt.edu/share/get-support>
<http://www.hr.pitt.edu/current-employees/work-life-balance/lifesolutions>

By signing below, you confirm that you have read and agree to the Kohl Lab Code of Conduct.

Printed Name: _____

Signature: _____

Date: _____

Note: Portions of the beginning of this document were taken, with permission, from the Bahlai Lab at Kent State University (https://github.com/BahlaiLab/Policies/blob/master/Code_of_conduct.md)