

Introduction

Department Diversity Statement (Overview):

Human experience is a rich source of cooperative strength and information, particularly in scientific practice where multiple perspectives can promote new interpretations and discovery. *We in the Laboratory of Genetics value the experiences that individuals with diverse backgrounds bring to science and believe personal experiences are a source of strength and innovation we wish to support.*

As part of the University of Wisconsin-Madison, the Laboratory of Genetics (LoG) is committed to the University's mission in creating a welcoming and inclusive community for people of all backgrounds and identities. We believe that diversity is inextricably linked to our mission of furthering the science and public understanding of genetics through new discoveries, student learning, public outreach, and the professional development of students, staff, faculty, trainers, and trainees.

As a community centered around the study of genetics, we further recognize the ability of DNA to shape health outcomes and encode the demographic history of humans and other organisms. Therefore, in our teaching, learning, and research activities, it is our responsibility and mission to facilitate inclusion of diverse populations and perspectives in order to promote current and future scientific rigor, equity of knowledge generation, and equity in health applications.

Purpose of this Document

Everyone affiliated with the LoG has the right to work in a safe and inclusive environment free from discrimination, harassment, bullying, and violence. This Code of Conduct lays out the community standards that we expect everyone in the LoG to uphold, including faculty, staff, students, affiliates, and visitors.

While this document does not prescribe a set of consequences for failing to uphold these standards, we expect that everyone in the LoG will seek to use appropriate community and university resources to respond to failures that may occur. This document brings together university, college, and department policies, as well as resources.

We expect all members of the department, upon enrollment or employment (whichever may come first), to familiarize themselves with this Code of Conduct as well as with the University of Wisconsin-Madison required policies regarding conduct for:

- Faculty: <https://secfac.wisc.edu/governance/faculty-legislation/>
- Academic staff: <https://acstaff.wisc.edu/resources/policies-and-procedures>
- University staff: <https://kb.wisc.edu/ohr/policies/>
- Students: <https://conduct.students.wisc.edu/>

Improving the Accessibility of this Document

The Diversity Committee is available to clarify the meaning of any part of this document for people who find it challenging to understand. We encourage the submission of specific feedback on how the accessibility of this Code of Conduct can be improved.

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- 7 [Conduct Expectations](#) includes links to institutional policies, guidance, and resources for responding to non-compliant conduct, as well as suggestions for improving climate and building and maintaining an inclusive, supportive, accessible, collegial environment in which all community members can thrive.

Expectations listed are not exhaustive. Personal activities having no connection to, nor effect on, department members' performance in their professional roles are not subject to these Conduct Expectations.

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Values

As department members, we respect and honor all people of different ages, cultures, abilities, ethnic origins, genders, gender identities, sexual orientations, marital statuses, parenting statuses, family organizations, nationalities, races, religions, citizenships, veteran statuses, and socioeconomic statuses. We strive to create a safe and inclusive environment that supports a diversity of perspectives and experiences, honors our identities, and views the diversity that we bring to this department as a strength and a resource.

As a part of our commitment to developing and sustaining a vibrant academic community, we work to create an inclusive environment through the following values.

Respect

Treat everyone with respect. Members of the LoG community respect the rights, dignity, and worth of each member and visitor to our community. We treat everyone in our community with kindness, compassion, and a spirit of altruism. LoG members acknowledge the rights of others to hold values, attitudes, and opinions that differ from their own. When conflicts arise, we work to resolve them with a spirit of civility. Harassment or mistreatment of any kind is not tolerated.

Engage, listen, and communicate. In all interactions, LoG members engage, actively listen, encourage feedback, and respond humanely to concerns. We take care to choose the best way to deliver timely and meaningful information. We strive to recognize the emotional, personal, family, and cultural factors that individuals bring to every situation.

Diversity, Equity, and Inclusion

The Laboratory of Genetics is a space for everyone, including those who have been historically excluded from genetics and other STEM fields, and we strive to make our department welcoming for all.

Ensure an environment free from discrimination. We do not tolerate any forms of discrimination and harassment, on the basis of any legally protected status or other status including age, race, ethnicity, color, national origin, religion, gender and/or gender identity or expression, sexual orientation, disability, health conditions, marital or parental status, citizenship status, veteran or military status, or socioeconomic status, or other discriminated status not named here.

Support the advancement of all. We value the diverse backgrounds, identities, trajectories and talents of each individual in our community, and we are sensitive to cultural, individual, and role differences in working with, teaching, and studying groups of people with distinctive characteristics. We are committed to actively supporting the development and advancement of all members of our community based on their needs.

Practice humility. Members of the LoG work to understand our own fallibility, our conscious and unconscious biases, how these biases influence our behavior, and how to overcome those limitations. We listen to all voices and respond to others with appreciation for multiple points of view and experiences that may differ from our own.

Advocate for social justice. We recognize that structural biases, existing systems, and stereotypes affect individuals and communities, and that they shape the experiences of LoG community members. Members of the LoG speak out against behaviors that perpetuate stereotypes, bias, or hate, including behaviors consistent with racism, sexism, ableism, ageism, homophobia, transphobia, and discrimination on the basis of socioeconomic status, religion, culture, and other forms of oppression not named here. We each strive for justice through our individual work and through improvements to existing systems of education, research, and outreach.

Integrity and Accountability

Show integrity in interpersonal interactions. LoG members strive to be honest, fair, and respectful of others in their professional activities, research, teaching, learning, outreach, and service. We do not knowingly act in ways that jeopardize either our own or others' professional welfare, but we acknowledge that unintentional actions can have adverse impacts. We aim to conduct our affairs in ways that inspire trust and confidence. We do not knowingly make statements that are false, misleading, or deceptive.

Take responsibility for our work. Members of the LoG recognize the importance of the policies and procedures that apply to one's position and duties; we familiarize ourselves with these policies and comply with them in letter and in spirit. We conduct all research according to policies and procedures outlined by the LoG, the University, and the research sponsor, if applicable. We create and maintain records that conform to all applicable laws and professional and ethical standards.

Institutional Accountability. Members of the LoG endeavor to recognize the importance of understanding the institutional history of the LoG, its member and antecedent departments, and the University under which it is housed. We also recognize the ethical responsibility of the inheritors of the institution for the actions and structures imposed by the institution during its history, including preserving the history of these actions and combating ongoing legacies of harm generated by them. In particular, the LoG directs members of the community to understand the legacy of eugenics advocacy by the institution, discussed in part in this page on the LoG website: <https://genetics.wisc.edu/historical-issues-grappling-with-our-past/>

Protect health and safety. Members of the LoG comply with all policies and laws that govern occupational health and safety. We further comply with all applicable environmental laws, including obtaining necessary licenses, permits and approvals, and using proper procedures and controls when storing and handling hazardous materials.

Protect resources. The Laboratory of Genetics community recognizes that key resources for furthering our mission in education and research include our financial assets, physical property, intellectual property, and employee effort. We use these resources carefully and consciously, with concern for health, safety, and the environmental footprint of the LoG. We protect all resources against loss, theft, misuse, damage, or destruction.

Protect information privacy, security, and confidentiality. We use institutional information technology resources only for authorized purposes, and do so responsibly, ethically and lawfully. LoG members protect all intellectual property, including patents, trademarks, copyrights and trade secrets, from unauthorized use. We access and use sensitive data and protected information, including protected health information as defined by the Health Insurance Portability and Accountability Act (HIPAA), only to the extent necessary to conduct our duties, and in accordance with all applicable policies, procedures and laws. We protect the disclosure of health conditions for work-related necessities from our students, employees, and colleagues, respectfully sharing this information only with parties as needed to implement accommodations or administration of leave.

Share public information appropriately. When communicating information to the media, public, or reporters, we work through appropriate institutional communications channels. We comply with institutional policies on the use of social media: <https://stratcommunication.wisc.edu/policies-and-guidelines/social-media/>; <https://universityrelations.wisc.edu/policies-and-guidelines/social-media/>; <https://policy.wisc.edu/library/SMPH-1010>; <https://policy.wisc.edu/library/SMPH-1005>. When LoG members share information through personal social media accounts, we are professional, we use good ethical judgment, and we respect all privacy laws. We recognize that personal social media postings may reflect on the university and the LoG and may result in unintended consequences to one's professional career.

Avoid conflicts of interest. LoG members are encouraged to participate in outside activities, share expertise, and transfer intellectual property to the private sector. We recognize that when participating in outside activities, actual or perceived conflicts of interest may arise. We openly recognize and avoid these conflicts, and we comply with guidelines for reporting them and, when appropriate, managing them (<https://research.wisc.edu/compliance-policy/outside-activities-reporting/>). We do not use our position in the LoG for personal benefit.

Follow University policies on political activity. We understand and follow the University of Wisconsin System's policy and state laws on political campaign and lobbying activities, including not engaging in political campaign activities during work time, not using state resources to engage in political campaign activities, and not soliciting contributions or services for a political purpose from other university employees while they are engaged in their official duties. LoG members exercise caution when using our official title, and when using our name, to be clear that we are acting solely in our roles as private citizens.

Community, Collaboration, and Well-being

Through our mutual respect for all community members and a collective enthusiasm for the science of genetics, we strive to cultivate an engaged, inclusive, collaborative community where everyone feels welcome and supported in the work they do, and where there are no barriers to interactions, collaborations, and sharing resources and knowledge. LoG members commit to ongoing assessment and continual improvement of health and well-being within ourselves and our colleagues through healthy interactions, a respectful workplace, and sustainable management of work and personal responsibilities and activities. With regard to supporting the physical health of our community, we show respect for fellow community members by following current city, county, state, and federal public health guidelines about infectious disease, and by respecting the requests of our colleagues.

Conduct Expectations

We expect all department faculty, staff, trainees, students, and volunteers to adhere to the values described in the previous section in their daily interactions with other faculty, staff, trainees, students, and volunteers. These values apply, as well, to conduct in all professional, research, teaching, learning, and service activities where an individual can be understood as representing the Laboratory of Genetics, the University, or the profession, such as at professional meetings, workshops, or conferences. The following section defines prohibited conduct and provides information about reporting resources. (Note: The list of prohibited conduct is not exhaustive as the policy cannot define all such conduct).

The University comprises a complex, hierarchical, and varied environment. Some types of conduct addressed in this document are prohibited throughout the campus by University rules or state or federal laws (for example, sexual assault and other forms of violence, harassment, bullying, and discrimination). However, different units within the University are charged with responding to prohibited conduct. Where appropriate, this document provides information on [when, how, and to whom prohibited conduct should be reported](#).

Continued learning and training is encouraged in the form of professional development in diversity, equity, inclusion and anti-racist policies.

Conduct Best Practices

Expectations for Professional Relationships

The department includes undergraduates, graduate students, staff, and faculty members. Members of the department play different roles (teaching/learning, research, outreach, administration) and each member's contribution is important to the department. This section describes best practices for professional relationships among members of the department.

Working with Teaching Assistants, Research Assistants, and Project Assistants

Faculty members and others who supervise graduate assistants will familiarize themselves with, and adhere to, the contract between the Teaching Assistants Association (TAA) and the University, as well as the subsequent revisions developed by the Graduate Assistantship Policies & Procedures (GAPP) Working Group. The contract and the amendments to it define the various types of employment (TA/RA/PA) and describe appropriate duties, maximum work hours, recommendations for evaluation practices, and grievance procedures. This information can be found at <https://hr.wisc.edu/policies/gapp/>.

Trainer-Graduate Student Relationships

The relationship between a graduate student and the student's faculty advisor is unique because it fosters and shapes the student's training and greatly influences professional development, job placement, and career advancement. Moreover, the advisor plays a number of

roles vis-à-vis the student - supervisor, mentor, co-author, funding source, future colleague - all of which need to be understood and navigated thoughtfully. Key principles include:

- Promoting an environment that is intellectually stimulating and free of harassment;
- Being supportive, equitable, accessible, encouraging, and respectful;
- Recognizing and respecting the backgrounds and identities of students;
- Being sensitive to the power imbalance in the student-advisor relationship.

Relationships between Faculty/Graduate Students and Staff Members

Staff members bring specific, valuable forms of education, expertise, and experience to their jobs, and faculty and graduate students should engage with them as respected professionals. It is important for faculty and graduate students to familiarize themselves with the expertise of individual members of the staff and to be mindful of their specific areas of responsibility and time constraints when making requests or seeking information. A non-exhaustive list of Genetics staff can be found here: <https://genetics.wisc.edu/genetics-staff/> .

Staff members should recognize that, as the local experts, they often hold information and facilitate access necessary for faculty and graduate students to function efficiently. It is important for staff members to familiarize themselves with the responsibilities and demands placed on faculty and graduate students in order to orient, guide, and advise them most effectively.

Collegial Relationships

An academic department includes individuals with an array of statuses and employment contracts who belong to the same professional learning community. Therefore, each member of a department should work to create and nurture an atmosphere of mutual respect that is conducive to the research, teaching, and service goals of the department.

A non-exhaustive presentation of current Genetics colleagues of any position can be found under the sub-menus of the 'People' menu line of the Genetics website:

<https://genetics.wisc.edu/people/#>

Accessibility

The McBurney Center provides services and support to help department members improve accessibility. Information and resources are on the Center's website: <https://mcburney.wisc.edu>. Both CALS and SMPH also have Human Resources staff that are available to help navigate the accommodations process.

CALS:

<https://admin.cals.wisc.edu/offices/hr/administrative-resources/medical-leave-and-accommodations/>

SMPH: <https://intranet.med.wisc.edu/human-resources/disability-accommodations/>

Everyone benefits from more inclusive spaces. As members of the department, we aim to foster accessibility both inside and outside the classroom. We strive to enable people who have a disability or who require accommodations to participate fully in meetings, department social events, classrooms, brown bag gatherings, seminars, and colloquia. This includes offering a virtual option for seminars and colloquia, prioritizing on-campus meeting locations or providing information about transportation options to off-site locations, ensuring that food options are available to accommodate physical, cultural, and religious requirements, and providing communication assistance such as subtitles when possible.

Communications

Communication is the lifeblood of any academic unit. For this reason, it is important for all members of the department to manage our communications in ways that allow necessary information to be transmitted, acknowledged, and acted upon.

Members of the LoG should strive to maintain accessibility in communications. This includes using clear and concise language while remaining aware of communications needs of non-native English speakers, providing translations for key messages in facilities and to the public, and providing subtitles or other communication accommodations as available or when required by department members.

Members of the LoG should develop systems for reading and responding to emails in a timely way. In nearly all circumstances, members of the department should use email (which is direct), rather than social media (which is expansive and brings potential for misunderstanding), in written communications about departmental business. Specifically, faculty and TAs should avoid using social media to communicate with students in their classes.

University policies prohibit employees from engaging in political communications that involve using University resources or that take place during work time. These extend to both in-person activities on campus and electronic communications. More information and the policies themselves can be found at this link: <https://kb.wisc.edu/page.php?id=21678>.

Research Practices

Department members strive to achieve rigor in experimentation, and produce replicable research results. We conduct our research activities in accordance with the University's research policies (<https://research.wisc.edu/compliance-policy/>), including policies on integrity (<https://research.wisc.edu/integrity-and-other-requirements/>), and ethics (<https://research.wisc.edu/compliance-policy/research-ethics/>).

For additional guidance, the ASA's Code of Ethics (<https://www.asanet.org/sites/default/files/savvy/images/asa/docs/pdf/CodeofEthics.pdf>) establishes standards with regard to most research practices, including the following:

- Informed consent

- Publication and the review process
- Responsibilities of reviewers
- Contractual and consulting services
- Planning and implementing research projects (including offering incentives to research subjects, protecting confidentiality, and sharing data gathered)

Behaviors not tolerated

The following behaviors are not acceptable in the Laboratory of Genetics:

Discrimination

Discrimination

(<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>) is an action or practice that excludes, disadvantages, or denies equal privilege or treatment to individuals or groups of individuals on the basis of some ascribed or perceived trait. Discrimination may be intentional or unintentional. LoG members understand that discrimination occurs along more lines than strictly defined legal categories, and we seek to avoid discrimination based on age; sex; gender identity; sexual orientation; race; ethnicity; national origin; religion; class or socioeconomic status; disability (mental and/or physical, visible and/or invisible); health condition, physical condition, or developmental disability; marital, domestic partnership, or parental status; or any other applicable basis proscribed by law. Furthermore, we recognize that discrimination may occur along multiple axes of identity (e.g., sexual orientation and race) at once and may be intensified by this complexity.

Discrimination is prohibited by both University policy and federal statute (i.e., Title IX), and the University has established procedures for investigating and resolving complaints:

<https://compliance.wisc.edu/eo-complaint/>

We also note that the University strictly prohibits retaliation against a member of the University community for opposing discrimination, making a complaint of discrimination, or taking part in an investigation relating to an allegation of discrimination.

Harassment

Harassment

(<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>) is a form of discrimination consisting of unwelcome verbal, written, graphic or physical conduct, directed at an individual or group on the basis of an actual or perceived trait, or affiliation/association with these person(s), that is (1) sufficiently severe or pervasive enough to interfere with an individual's employment, education/academic environment, or participation in institution programs or activities and (2) creates a working, learning, or living environment that a reasonable person would find intimidating, offensive, or hostile.

Harassment occurs when someone's actions or words are unwelcome and violate another person's dignity or create an environment that is degrading, humiliating, or offensive. It may consist of a single intense and severe act or of multiple persistent or pervasive acts that are demeaning and abusive or create a hostile learning or working environment. Sexual harassment may include sexual solicitation, physical advance, or verbal or non-verbal conduct that is sexual

in nature (see next section for more information). Racial harassment may include unnecessary, exaggerated, or unwarranted attention or attack, whether verbal or non-verbal, because of a person's race or ethnicity. As LoG members, we do not tolerate harassment of any person, including colleagues, students, trainees, employees, volunteers, or visitors.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Such behavior constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience or their participation in a University program or activity, (2) submission to or rejection of such conduct by an individual is used as the basis for employment, academic, or program-related decisions affecting such an individual, or (3) creates a hostile environment.

University policies prohibit all forms of harassment.

- For University policy on sexual harassment, resources, and response guidance, see <https://compliance.wisc.edu/titleix/>.
- For University policy on discrimination, harassment, and retaliation, see <https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>.

Bullying

Bullying, hostile, and intimidating behavior is unwelcome behavior that is pervasive or severe enough that a reasonable person would find it hostile and/or intimidating (UW-Madison), that makes conditions for work or learning inhospitable, and that undermines a person's ability to carry out their responsibilities to the university. Bullying may include the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others in the professional environment. These actions can include abusive criticism, humiliation, the spreading of rumors, physical and verbal attacks, isolation, undermining, and professional exclusion of individuals through any means.

For University policy on hostile and intimidating behavior, see <https://hr.wisc.edu/hib/principles-and-policies/>.

Microaggressions

Microaggressions are brief and commonplace verbal, behavioral, or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward marginalized groups based on aspects of identity (e.g. race, gender, class, etc.). We make an effort to be aware of our words and actions and their effects on others and thereby strive to avoid incidents of microaggression. In addition, we encourage LoG members who observe microaggressions to intervene constructively. We commit to continued departmental learning and training regarding microaggressions, as we recognize that we are all responsible for creating a culture where microaggressions are not tolerated.

Retaliation

Retaliation (<https://www.dol.gov/agencies/whd/retaliation>) is adverse action taken against an individual in response to, motivated by, or in connection with an individual's complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting. The University strictly prohibits retaliation against a member of the University community for these actions, <https://compliance.wisc.edu/eo-complaint/>.

Academic and Research Misconduct

Academic misconduct (<https://conduct.students.wisc.edu/academic-misconduct/>) includes behaviors that lead to dishonest representation of student learning, including plagiarism, cheating, copying homework, stealing an exam or course materials, or assisting other students with these or similar activities. Policies, procedures, and responsibilities are clearly outlined by the Office of Student Conduct and Community Standards, and should be upheld in all educational efforts: <https://conduct.students.wisc.edu/academic-misconduct/>.

Research misconduct

(<https://research.wisc.edu/integrity-and-other-requirements/research-misconduct/>) is defined as fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results. Research misconduct does not include honest error or honest differences in interpretations or judgments of data. The action must be committed intentionally, knowingly, or recklessly (UW-Madison). All research activities should be conducted according to the highest standards of research integrity. University policies and procedures regarding research integrity and misconduct can be found here: <https://research.wisc.edu/integrity-and-other-requirements/>.

Plagiarism and Academic Dishonesty

In publications, presentations, teaching, practice, and service, we explicitly identify, credit, and reference the author of written work when we take data or material from it, whether that person's written work is published, unpublished, or available electronically. For faculty, staff, and graduate student researchers, the American Sociological Association's Code of Ethics, Section 13, provides guidance on the acknowledgement of sources and use of material. One can also consult UW-Madison's official policy on research misconduct (<https://research.wisc.edu/integrity-and-other-requirements/research-misconduct/>). For students enrolled in courses, the University of Wisconsin System's policies regarding academic misconduct, Chapter UWS 14: Student Academic Disciplinary Procedures (https://docs.legis.wisconsin.gov/code/admin_code/uws/14), define academic misconduct and detail disciplinary sanctions, hearings, and appeals.

What to do if you experience these behaviors

Reporting. If you experience or witness discrimination, harassment, community climate-related problems, or any of the above behaviors, they can be reported to the Dean of Students, an Ombudsman, your supervisor, your academic advisor, the Genetics Director of Graduate Studies, the Genetics Graduate Program Manager, the Laboratory of Genetics Department Chair, a member of the LoG Diversity Committee, or Human Resources Personnel representatives from CALS or SMPH (for SMPH, note Human Resources contacts for Medical Genetics, department code A532500). The people in these roles will help direct you to the most appropriate offices and resources. If you are not comfortable speaking with the people in these roles, or if you feel that your report was not handled appropriately, you can reach out directly to specific campus offices listed at the end of this document for reporting, guidance, and resources.

Reporting Sexual Misconduct; Title IX. In making such a report, individuals should consider whether the situation would require a report to the Title IX office as well (<https://compliance.wisc.edu/titleix/>) and whether they wish Title IX staff involvement. Alternatively, students and department members may file a report with the University Office of Compliance (<https://compliance.wisc.edu/>) or another campus office (see <https://hr.wisc.edu/hib/campus-resources/>).

Mandatory Reporting. Various reporting obligations are required of UW-Madison employees, as mandated by the UW-Madison Office of Compliance and every employee is asked to review their responsibilities for mandatory reporting (<https://compliance.wisc.edu/titleix/mandatory-reporting/#all-uw-employees>). The Chair of the Laboratory of Genetics, Student Services Coordinator, Graduate Program Manager, Faculty Associates, CALS and SMPH Human Resources Personnel, and all LoG faculty are mandatory reporters of [sexual harassment](#). All UW employees are mandatory reporters of sexual assault involving a student (<https://compliance.wisc.edu/titleix/mandatory-reporting/#sexual-assault-involving-a-student>), and child abuse or neglect (<https://compliance.wisc.edu/titleix/mandatory-reporting/#child-abuse-or-neglect>). Select employees may also be required to report crimes on campus.

Department-wide Issues.

If a graduate student experiences an issue that relates to the whole department, students should discuss the issue with the Genetics Graduate Student Committee (GSC) and the president of the GSC should bring the issue to the department Chair or the Genetics Director of Graduate Studies to present at the next faculty meeting. Alternatively, the student experiencing the issue could directly contact the Genetics Director of Graduate Studies or the department Chair or submit an anonymous feedback form to be received by the Genetics Program Director

and Genetics Program Manager:

https://uwmadison.co1.qualtrics.com/jfe/form/SV_5ulloupxromKxXE .

Faculty and staff experiencing an issue should discuss the issue with the department Chair or with any member(s) of the LoG Diversity Committee.

Conclusion

The community standards discussed above comprise an effort to define the values and norms that guide a productive and healthy program in genetics learning and research, identify behaviors that detract from a collegial and thriving environment, and collate resources for learning, reporting, and compliance. This is a living document and will be revised and updated by the LoG Diversity Committee: links and resources will be updated annually and when policy changes are implemented, and content will be reviewed every 3 years.

Acknowledgements and References

Contents of this Code of Conduct document are heavily inspired by and paraphrased from the following sources:

- UW-Madison Department of Entomology Code of Conduct:
<https://entomology.wisc.edu/wp-content/uploads/sites/254/2020/09/Ento-Code-of-Conduct.pdf>
- UW-Madison Department Animal & Dairy Sciences Community Standards and Diversity and Inclusion statement:
https://andysci.wisc.edu/wp-content/uploads/sites/263/2020/05/Community-Standards_LH_4_20_20.docx; <https://andysci.wisc.edu/about-us/diversity-inclusion/>
- American Sociological Association (ASA) Code of Ethics:
<https://www.asanet.org/sites/default/files/savvy/images/asa/docs/pdf/CodeofEthics.pdf>
- UW-Madison School of Medicine and Public Health (SMPH) Guidelines for Professional Conduct:
<https://intranet.med.wisc.edu/building-community/shared-guidelines-for-professional-conduct>

Resources Summary

DEFINITIONS

Discrimination:

<http://www.oxfordbibliographies.com/view/document/obo-9780199756384/obo-9780199756384-0013.xml>

Harassment:

<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>

Hostile and intimidating behavior: <https://hr.wisc.edu/hib/>

Microaggressions:

<https://www.talent.wisc.edu/home/Portals/0/LMD/2016/Microaggressions-Workplace%20Dec%202016.pdf>

Retaliation: <https://www.dol.gov/agencies/whd/retaliation>

Sexual harassment:

<https://compliance.wisc.edu/wp-content/uploads/sites/102/2018/01/UW-Madison-Policy-on-Sexual-Harassment-And-Sexual-Violence-January-2018.pdf>

UNIVERSITY OF WISCONSIN-MADISON POLICIES:

Discrimination, harassment, retaliation, hostile behavior:

Procedures for investigating and resolving discrimination complaints:

<https://compliance.wisc.edu/eo-complaint/>

Policy on discrimination, harassment, and retaliation:

<https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>

Policy on hostile and intimidating behavior: <https://hr.wisc.edu/hib/principles-and-policies/>

Policy on sexual harassment, resources, and response guidance:

<https://compliance.wisc.edu/titleix/>

Mandatory reporting policy:

<https://compliance.wisc.edu/titleix/mandatory-reporting/#all-uw-employees>

Academic misconduct:

Policy on academic misconduct (Office of Student Conduct and Community Standards):

<https://conduct.students.wisc.edu/academic-misconduct/>

Policies (University of Wisconsin System) regarding academic misconduct:

https://docs.legis.wisconsin.gov/code/admin_code/uws/14

Research:

Policies and procedures regarding research integrity and misconduct:

<https://research.wisc.edu/integrity-and-other-requirements/>

Research policies: <https://research.wisc.edu/compliance-policy/>

Policies on ethics: <https://research.wisc.edu/compliance-policy/research-ethics/>

Political activities:

Policies on engaging in political activities and communications:

<https://kb.wisc.edu/page.php?id=21678>

Policies on lobbying and lobbying reporting requirements:

<https://federalrelations.wisc.edu/for-campus-community/>

Social media:

Policies on use of social media:

<https://universityrelations.wisc.edu/policies-and-guidelines/social-media/>

SMPH policies on use of social media:

<https://policy.wisc.edu/library/SMPH-1010>

<https://policy.wisc.edu/library/SMPH-1005>

Conflicts of interest reporting:

Guidelines for reporting conflicts of interest:

<https://research.wisc.edu/compliance-policy/outside-activities-reporting/>

UW-MADISON OFFICES & FACILITIES:

Title IX office: <https://compliance.wisc.edu/titleix/>

Office of Compliance: <https://compliance.wisc.edu/>

Campus offices which may be appropriate for reporting misconduct:
<https://hr.wisc.edu/hib/campus-resources/>

McBurney Disability Resource Center: <https://mcburney.wisc.edu>

Dean of Students Bias or Hate Reporting:
<https://doso.students.wisc.edu/report-an-issue/bias-or-hate-reporting/>

Equity, Inclusion, and Employee Well-Being:
<https://hr.wisc.edu/equity-inclusion-and-employee-well-being/>

Institutional review boards:

Health Sciences Institutional Review Boards: <https://kb.wisc.edu/hsirbs/>

Educational and Social/Behavioral Science Institutional Review Board:
<https://research.wisc.edu/compliance-policy/human-research-protection-program/education-and-social-behavioral-science-irb/>

LABORATORY OF GENETICS RESOURCES:

LoG recognition of the legacy of Eugenics advocacy by UW-Madison and the department:
<https://genetics.wisc.edu/historical-issues-grappling-with-our-past/>

LoG staff contact information: <https://genetics.wisc.edu/genetics-staff/>

LoG personnel: <https://genetics.wisc.edu/people/#>

CALS RESOURCES:

Office of Academic Affairs: <https://cals.wisc.edu/academics/>

Human Resources: <https://admin.cals.wisc.edu/offices/hr/>

Accommodation assistance:
<https://admin.cals.wisc.edu/offices/hr/administrative-resources/medical-leave-and-accommodations/>

Office of Diversity, Equity and Inclusion: <https://admin.cals.wisc.edu/offices/dei/>

External Relations: <https://admin.cals.wisc.edu/offices/external-relations/>

SMPH RESOURCES:

Office of Academic Affairs: <https://intranet.med.wisc.edu/academic-affairs/>

Human Resources: <https://intranet.med.wisc.edu/human-resources/>

Accommodation assistance:

<https://intranet.med.wisc.edu/human-resources/disability-accommodations/>

Office of Diversity and Equity Transformation:

<https://intranet.med.wisc.edu/office-of-diversity-and-equity-transformation/>

ADDITIONAL COMMUNITY RESOURCES:

Dane County Department of Public Health: <https://www.publichealthmdc.com/>

US Centers for Disease Control: <https://www.cdc.gov/>

American Sociological Association's Code of Ethics:

<https://www.asanet.org/sites/default/files/savvy/images/asa/docs/pdf/CodeofEthics.pdf>

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<http://www.oxfordbibliographies.com/view/document/obo-9780199756384/obo-97801997>

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