



The IU Department of Chemistry is committed to equal opportunity and equity. We strive to increase inclusion and participation among minoritized communities at all academic levels, as collaboration among diverse people drives creativity, innovation, and research. All members of the department are expected to treat each other in a respectful and professional manner. We are all responsible for holding to those standards both on and off campus (e.g. at conferences, meetings, or field work). In addition to following University policies, we ask all members of the Department of Chemistry to support and adhere to our community norms of respectful and responsible conduct.

## EXPECTED CONDUCT

**Our department has established the following standards of conduct:**

- Act ethically and with integrity
- Be fair and respectful to others
- Be welcoming and inclusive to others
- Remove additional challenges facing minoritized individuals
- Manage, supervise, instruct, and advise responsibly
- Model responsible conduct
- Protect, preserve, and responsibly use University resources and property
- Promote physical and mental health and safety
- Promote a culture of compliance with legal requirements
- Preserve academic freedom
- Ethically conduct research, teaching, and community engagement
- Avoid conflicts of interest
- Carefully manage public, private, and confidential information

## EXAMPLES OF UNACCEPTABLE BEHAVIOR

**The department will take disciplinary action for the following offenses:**

- Sexual harassment, sexual assault, stalking, and relationship violence
- Verbal or written abuse to any member of our community
- Discrimination
- Retaliation
- Illegal or unauthorized possession, use, or sharing of weapons, drugs, or alcohol
- Scholastic dishonesty
- Unethical research, including falsification of data or information
- Unauthorized use or misuse of facilities, equipment, or services
- Theft, property damage, or vandalism
- Violation of University rules or local, state or federal laws

## SANCTIONS FOR UNACCEPTABLE BEHAVIOR

**Sanctions will be determined by the appropriate academic, government, or legal entity on a case-by-case basis and may include one or more of the following:**

- Warning or formal reprimand
- Freezing of accounts
- Confiscation of goods possessed, used, or shared illegally or in an unauthorized manner
- Restitution
- Reassignment of work and committee activities
- Paid or unpaid leave of absence
- Termination of employment

## REPORTING MISCONDUCT

**Report suspected or alleged misconduct to any or all of the following:**

- A supervisor or instructor
- Departmental or Collegiate Leadership (e.g. Chair, Human Resources, Associate Dean for DEI, etc.)
- Anonymous bias incident report: <https://reportincident.iu.edu>
- File a Title IX incident report: <https://stopsexualviolence.iu.edu/report/index.html>
- Report scientific misconduct: <https://research.iu.edu/compliance/misconduct/index.html>

**If you report misconduct, then Indiana University has a policy that will protect you from retaliation. Note that all University employees are required to report sexual misconduct to the Title IX office.**