1. The Department of Geological Sciences at the University of Missouri Code of Conduct

The department strives to provide an environment that encourages the free expression and exchange of scientific ideas. In pursuit of that environment, the department is committed to equality in treatment and opportunity for all faculty, staff, students, and guests. We will not discriminate on the basis of race, color, national or ethnic origin, religion or religious belief or lack thereof, age, marital status, sex, sexual orientation, gender identity, disabilities, veteran status, or any other reason not related to scientific merit.

2. Expectations of faculty, staff, students, and guests of the Department of Geological Sciences

• Department members will strive to accurately represent an understanding and knowledge of the geological sciences, avoiding and discouraging the dissemination of erroneous, biased, or exaggerated statements about the geological sciences. Members will offer their professional advice and guidance only on those subjects in which they are informed and qualified through professional training or experience.

• The department recognizes that education is a fundamental trust conferred to students for the promotion of students’ learning and professional development. Department members should mentor and encourage all students in a respectful manner that is open-minded, promoting curiosity, objective, and enthusiastic. Department members should treat associates with respect, regardless of the level of their formal education, encourage them, learn with them, share ideas honestly, and give credit for their contributions.

• Department members will not plagiarize in verbal or written communications, and will give full and proper credit to the creativity, ideas, and efforts of colleagues and students. Department members will not fabricate, falsify, or suppress results, deliberately misrepresent research findings, or otherwise commit scientific fraud.

• Department members will not attempt to injure the reputation or professional opportunities of another scientist by false, biased, or undocumented claims.

• Department members will undertake reasonable efforts to ensure inclusiveness of others in the course of their work.

• Department members will not practice or condone harassment in any form in any professional context (see definitions of sexual harassment and harassment in the following sections).

3. Harassment

A. Definition of Sexual Harassment

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with work effectiveness. The following are examples of behavior that, when unwelcome, may constitute sexual harassment: (i) sexual flirtations, advances, or propositions; (ii) verbal comments or physical actions of a sexual nature; (iii) sexually degrading words used to describe an individual; (iv) a display of sexually suggestive objects or pictures; (v) sexually explicit jokes; and (vi) unnecessary touching.

B. Definition of Other Harassment

Other harassment includes, but is not limited to: (i) epithets, slurs or negative stereotyping; (ii) threatening, intimidating or hostile acts; and (iii) denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.