

Mallott Lab Code of Conduct

Members of the Mallott Lab strive to create an inclusive, welcoming, and supportive community. Participation in science should not be hindered by discriminatory or exclusionary behavior and actions. Liz Mallott and other members of the Mallott Lab are dedicated to ensuring a harassment- and discrimination-free experience for all lab members and collaborators.

In general, lab members are expected to:

1. Be professional
2. Respect others
3. Use welcoming and inclusive language
4. Be supportive and understanding
5. Collaborate freely and be generous with credit

We do not tolerate unlawful harassment or discrimination of members of our community in any form. Unlawful discrimination is discrimination on the basis of race, color, age, religion, sex, sexual orientation, national origin, veteran status, or disability. Our lab policy mirrors Washington University's policy (more information can be found here: <https://hr.wustl.edu/items/non-discrimination-statement/>; and here: <https://hr.wustl.edu/items/discrimination-harassment-policy/>). In addition, it is expected that all lab members will not discriminate or harass any members of our community based on socioeconomic background, gender identity, or cultural background.

To report discrimination or harassment, you have a few options:

1. Minor incidents can be reported directly to Liz (mallott@wustl.edu). The person engaged in harassing or discriminatory behavior will be asked to stop immediately. If the behavior does not stop or the behavior escalates, Liz will initiate a formal complaint process by contacting the Discrimination and Harassment Response Coordinator, as outlined here: <https://hr.wustl.edu/items/discrimination-harassment-policy/>.
2. Incidents involving students can be reported through the university's Bias Report and Support System (BRSS) - <https://students.wustl.edu/bias-report-support-system/>. Reports through the online BRSS system can be made anonymously. Non-anonymous reports are not guaranteed confidentiality.
3. Incidents involving faculty and staff can be reported to Human Resources as outlined here: <https://hr.wustl.edu/items/discrimination-harassment-policy/>.
4. Incidents can be informally and confidentially discussed through the University Ombuds office - <https://ombuds.wustl.edu/>. Note: the Ombuds will not do a formal investigation but can point you towards appropriate resources.
5. In addition, the university has a confidential Compliance Hotline for reporting concerns - <https://universitycompliance.wustl.edu/reporting-violations/>.
6. Finally, DBBS graduate students, postdocs, and medical students can use the SAFE reporting system: <https://safereporting.wustl.edu/>. This portal is specific to misconduct

towards learners (students and postdocs). Reports can be made anonymously through this system.

It is important to know that Liz and all other university employees are considered mandatory reporters for incidents that involve sexual misconduct or violence. You can find more information on what it means to be a mandatory reporter here: <https://titleix.wustl.edu/about-title-ix/mandatory-reporters/>. **If you discuss incidents that involve sexual misconduct or violence with Liz, she must report it to the Title IX office. This report cannot be confidential.** If you wish to confidentially disclose an incident of this nature, confidential resources are listed here: <https://titleix.wustl.edu/faculty-staff/confidentiality-resources/>.

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

Printed Name: _____

Signature: _____

Date: _____