



## **Code of Conduct – Bakkeren Lab**

The Bakkeren Lab is built on teamwork, inclusion, and mutual respect. It is also a place to learn to grow independently as a researcher and develop scientific and transferrable skills for future careers. We embrace diversity and are inclusive of all people, regardless of ethnicity, nationality, sexual orientation, gender, socioeconomic status, or beliefs. To build this welcoming and productive environment, I expect all members of the group to follow a code of conduct:

### **Code of Conduct:**

1. **Respect** – Be kind and listen to each other. Everyone deserves to be heard. It is also important to respect the boundaries of others.
2. **Communication** – Be open to discussion and self-reflection. Keep an open dialogue with each other, and voice concerns, thoughts, and questions to Erik.
3. **Learning** – Take responsibility for your own learning and ask questions when you need to. This includes both scientific and personal learning. Scientifically, this means that you take the initiative to become an independent researcher over time, with support from your mentors.
4. **Accountability** – Accept responsibility for mistakes and seek out means to correct them. Take responsibility for creating a welcome environment for all. Take ownership over your project and drive it to the best of your abilities. Keep the lab tidy and clean up any messes you make.
5. **Support** – Offer support to colleagues and be empathetic.
6. **Goals** – Set goals with timelines and strive to achieve them. Discuss any new obstacles that may lead to a barrier in achieving your goals with Erik as soon as possible.
7. **Safety** – Discuss any instances of harassment, bullying, or discrimination with Erik as soon as possible so corrective action can be sought out. Lab safety is also important: read and know the HACF form.

The best science happens when people feel welcome and excited to work with their colleagues. Therefore, bullying, harassment, and discrimination are considered deviations from the outlined code of conduct. Should this happen, individuals will be reprimanded with escalation if no corrective behaviour is observed.

It is natural the disagreements occur. However, how they are handled is critical. Take a few moments to reflect before acting after a disagreement. Keep the principles of the code of conduct in mind when you do.

This code of conduct is a living document, and I am open to updating its contents. I welcome any feedback.