

# Code of Conduct

## UVA Department of Biology

### Expected Behavior

- All **Department of Biology staff, students, faculty, and visitors are to be treated with respect**, civility, dignity, consideration, and professionalism.
- **Be aware** and respectful of values, cultural norms, lifestyles, dress, personal identity, ability, limitations, and boundaries that may be different from your own.
- **Support and care** for one another both at work and in personal life.
- **Respect others' property, work spaces, and personal spaces** as you would have others respect your own.
- **Take action** to protect and support anyone in danger or distress; **alert supervisors and or contacts below**.

### Unacceptable Behavior

**Be aware that the impact of your actions may be different from your intentions!**

- **Harassment**, intimidation, or discrimination in any form, including physical or sexual **misconduct, abuse, or assault**
- **Hurtful comments** related to gender, race, sexual orientation, disability, physical appearance, body size, religion, national origin, family status, or other features of personal identity
- **Unwelcome physical contact**
- **Unwelcome sexual or personal remarks**
- **Inappropriate display** of nudity, sexual images, or sexual innuendo
- **Threatening or stalking** behavior either in person or online
- **Retaliation** of any kind

### Course of Action

- Anyone with a concern, even a small one, is encouraged to **contact their supervisor, the Department Director of Diversity, Equity and Inclusion (DDEI), or the Department Chair**.
- **All concerns and reports will be taken seriously**. The Department will help to manage or mediate a resolution if you request it. Be aware that **all UVA faculty and staff are required to report knowledge of Title IX violations** (sexual discrimination, harassment, and assault) and PADHR violations (Preventing and Addressing Discrimination, Harassment and Retaliation).
  - **DDEI** (Butch Brodie) – [bbrodie@virginia.edu](mailto:bbrodie@virginia.edu)
  - **Chair** (Deborah Roach) – [dar2x@virginia.edu](mailto:dar2x@virginia.edu)
  - **What to Do** - For additional support and university reporting, resources, policies, and contacts, use QR or visit [bio.as.virginia.edu/CoCresources](https://bio.as.virginia.edu/CoCresources)

