



## BRANDL LAB: CODE OF CONDUCT

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Performing scientific research is a stimulating, challenging, and highly rewarding endeavor. However, science can also be frustrating, isolating, and overwhelming. As a community, it is on us to create an environment that enhances positive moments and ameliorates negative experiences for our colleagues, peers, mentors and mentees. Our lab, which includes the principal investigator (PI), postdocs, graduate students, undergraduates, interns, and all other official and unofficial members, seeks to foster and spread this culture. Specifically, by joining the lab, we commit to adhering to the following list of principles:

1. We value, welcome, and support the participation of every member of our community, regardless of their racial or ethnic background, citizenship status, religion (or lack thereof), political affiliation, gender identity/expression, sexual orientation, dis/ability status, appearance or body size.
2. We are dedicated to creating a safe, courteous, kind, and mindful environment free of harassment, aggression, discrimination, and bullying to empower all members of our lab and wider professional environment. At no time, neither in person nor online, will we engage in sexist, racist, or otherwise exclusionary or discriminatory language, imagery, or jokes.
3. We recognize and accept the presence of historic and current inequalities that have created an unequal playing-field among demographic groups and are committed to leveling this playing-field through our actions.
4. We understand the responsibility we carry as scientists and are fully committed to maintaining and promoting scientific integrity through our work.
5. We will give our time freely to help and support each other and will appreciate when others give their time to help and support us.
6. We will solve conflicts in a mature, mindful, and communicative manner. If needed, we will consult others (within or beyond the lab) to resolve issues that cannot be solved between involved parties.
7. If we unknowingly offend, hurt, or upset a peer, colleague, mentor, or mentee, we will listen, offer apologies, and commit to learning from the incident.
8. We accept that anybody who violates these principles on one or repeated occasions may be reported and approached by the PI or an external authority, regardless of their previous accomplishments, skills, or status.

If you experience or witness a violation of our code of conduct towards yourself, a colleague, or someone outside of our lab, please bring the incidence to the PI's attention. If you believe that the PI is ill-suited for arbitrating your case, or if a severe violation has occurred, please contact the Conflict Management and Dispute Resolution Office ([CMDR@austin.utexas.edu](mailto:CMDR@austin.utexas.edu) or 512-475-7930).

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