

# L.L. Thurstone Psychometric Laboratory Code of Conduct

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We believe that good science does not just benefit from, but indeed requires, diversity. Scientists and trainees from diverse backgrounds and life experiences bring different perspectives, creativity, and individual ingenuity to address complex scientific problems. No group should ever be oppressed or discouraged from practicing science simply because of their identity (or intersectional identities). This document outlines the L.L. Thurstone Psychometric Laboratory's (hereafter, "the Lab's") code of conduct: what we expect from our affiliates, what behaviors support inclusion and diversity, what sorts of behaviors we prohibit, and what kinds of reporting resources exist in situations when these rules are broken.

Importantly, we acknowledge that a commitment to equity does not *just* mean creating safe and inclusive spaces, but also means supporting students with different backgrounds in their learning and work. If you are a student in the Lab, please speak with your Faculty Adviser and the Lab Director about support in finding funding, employment, or other academic, professional, and health resources.

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## **Expectations**

We recognize the right of all members of the Lab to learn and work in an environment that is safe and free from discrimination and harassment. Mistreatment on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, citizenship status, race, religion, sex, sexual orientation, or veteran status is not only illegal, it is wrong and unacceptable. We are committed to contributing—through our science and deeds—to a more equitable society.

**We expect everyone associated with the Lab to abide by this code of conduct** - including, but not limited to, the Director, faculty, post-doctoral scholars, graduate students, post-baccalaureate staff, undergraduate students, and volunteers. This code of conduct applies in any setting associated with the Lab, such as in offices, lab spaces or during social outings, conferences, phone calls, video conferences, or in emails, chats, social media posts, blogs, or in any other form of online communication.

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## **Unacceptable Behaviors**

The following behaviors are considered violations of the UNC-CH L.L. Thurstone Psychometric Laboratory Code of Conduct. This description reflects (and does not supersede) the official University [Policy on Prohibited Discrimination, Harrassment, and Related Misconduct](#), which is enforced by the Equal Opportunity and Compliance Office (EOC). Violations of this code of conduct may be [reported directly to the EOC](#). The EOC will provide follow-up and resolution, including potential disciplinary action. If there is an immediate risk to life, safety, or property, the incident should be reported to UNC Police at 919.962.8100 (or call 911). The Lab Director and other Faculty, as Responsible Employees, must also report any violations disclosed to them to the EOC.

**Discrimination:** Treating a person differently than others based on that person's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, citizenship status, race, religion, sex, sexual orientation, and/or veteran status.

**Harassment:** A type of discrimination that happens when verbal, physical, electronic, or other behavior based on a person's identity or identities interferes with that individual's participation in lab activities and/or creates an environment that is hostile, intimidating, or abusive.

**Race or color-based harassment:** Conduct that may:

- Include jokes, innuendos, racial slurs, offensive or derogatory remarks based on a person's color or perceived race that creates a hostile, intimidating, or abusive environment.
- Include physical conduct (e.g., excessive monitoring) based on a person's color or perceived race that creates a hostile, intimidating, or abusive environment.

- Include electronic conduct (e.g., the creation, display, or distribution of racially offensive text, symbols or images) based on a person's color or perceived race that creates a hostile, intimidating, or abusive environment.
- Include harassment for displaying what is perceived as a stereotypical characteristic for one's race or for failing to conform to stereotypical notions of race, regardless of the actual or perceived race of the person(s) involved.

**Sexual or gender-based harassment:** Conduct that may:

- Include jokes, innuendos, sexual slurs, offensive or derogatory remarks based on a person's sex or perceived gender that creates a hostile, intimidating, or abusive environment.
- Include unwelcome sexual advances, requests for sexual favors and other verbal, physical, or electronic conduct of a sexual nature that creates a hostile, intimidating, or abusive environment
- Involve verbal, physical, or electronic conduct based on a person's sex, gender identity, sexual orientation, or sex-stereotyping that creates a hostile, intimidating, or abusive environment (even if acts do not involve conduct of a sexual nature)
- Include harassment for displaying what is perceived as a stereotypical characteristic for one's sex or for failing to conform to stereotypical notions of masculinity and femininity, regardless of the actual or perceived sex, gender identity, sexual orientation, or gender expression of the person(s) involved.
- Intentionally and repeatedly ignoring someone's stated pronouns.

*\*Harassment may also occur as a function of intersectional identities (e.g., disability and race). These forms of harassment are also prohibited under the policies outlined above.*

**Complicity:** Knowingly aiding, assisting, promoting, or encouraging another person through your actions to commit an act of conduct that is prohibited by this Policy.

**Retaliation:** Acts or words taken (e.g., intimidation, threats, coercion, or unfavorable employment or educational actions) against a person because the person participated in good faith in:

- The reporting, investigation, or resolution of an alleged violation of the Policy
- Opposing rules, practices, or actions that the person reasonably believes are in violation of the Policy
- Requesting accommodations on the basis of religion or disability.

## **What to do if you experience or witness someone violate this code of conduct**

### ***In the moment***

If you witness someone else being discriminated against or harassed [there are many ways to intervene](#). Remember these 4 D's: **direct**, **distract**, **delegate**, **delay**. If you feel safe doing so, it can be valuable to step in and confront the harasser (**direct**). However, don't assume that you

have to confront the harasser if you feel that doing so may put you in danger. In these cases, consider taking the more indirect route of [speaking directly with the person being harassed](#) - You can ask if they need help or even just make small talk (**distract**). If you don't feel safe intervening at all, recruit help from someone in a position of authority (**delegate**). Once the incident is over, check in with the person who was harassed and ask them what they need (**delay**).

### ***After the incident***

We **highly encourage individuals to [report violations directly to the University EOC](#)**, a university office that is dedicated to handling these types of concerns and which will provide follow-up, resolution, and any disciplinary actions. If you feel comfortable doing so, we encourage you to also inform the Lab Director, Dr. Daniel Bauer, at [dbauer@email.unc.edu](mailto:dbauer@email.unc.edu) or Lab Diversity and Inclusion Coordinator, Chris Strauss, at [cstrauss@unc.edu](mailto:cstrauss@unc.edu). Please note that faculty members, as Responsible Employees, must report violations of which they have been made aware to the EOC.

### **Additional Resources:**

[Carolina Ethics Line](#) is an anonymous reporting hotline for the campus community. Carolina Ethics Line provides a simple, anonymous way to report possible unethical or improper conduct, and/or violations of University policies and procedures, regulations, or state and federal laws. The website is maintained by a third party vendor to allow people to make reports anonymously.

[Office of Dean of Students](#): Students who feel they have been harassed or discriminated against due to a protected status are encouraged to meet with the Office of the Dean of Students and formally report their concerns.

[UNC LGBTQ Center](#): Allows you to complete a Harassment or Assault Report Form if you have experienced threats, discrimination, or harassment due to your sexual orientation, gender identity, or gender expression.

[Safe at UNC](#): is the main portal at UNC-CH for resources and information about discrimination, harassment, sexual violence, interpersonal violence, and stalking.

[UNC Ombuds office](#): an informal, impartial, and independent service allowing all Carolina staff, faculty, students and administrators to speak in confidence about any campus issue, problem, or dispute.

Other reporting options are available [here](#) and [here](#).

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## **Encouraged Behaviors**

The Lab's research is based on the premise that individual differences are important and have meaningful implications for human psychology. It is important that our actions reflect this basic assumption. As such, we believe it is important to support diversity initiatives within the Lab and within the larger campus community. Specifically, we believe it is important to:

- Educate ourselves about justice and systemic discrimination against marginalized communities.
- Listen to and uplift voices from marginalized communities, even when they challenge our assumptions and make us uncomfortable.
- Speak out and push for change when we see microaggressions (indirect, subtle, or unintentional discrimination against members of a marginalized group) or institutional policies that disadvantage marginalized communities - both within the Lab and within the larger campus community.
- Make space and time for our community members to heal, take care of their peers, or fight for justice, and continue to provide financial, career, and other support while they do so.
- Donate our money and time, when we have the means, to organizations that promote the success and well-being of marginalized communities in STEM or in the larger community.
- Support students from underrepresented groups who are interested in participating in science by providing tools and resources that we think might be helpful.

### **Contact information**

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