

Florida Coastal Everglades LTER Code of Conduct

The FCE LTER seeks to provide a safe, welcoming, inspirational, respectful, and productive environment for all participants. The FCE Code of Conduct is a critical component to our goal of fostering an environment where individual differences are recognized, protected, and cherished as integral to the discoveries we make as scientists. Participants (researchers, students, staff, visitors, and volunteers) agree to abide by [FIU's Code of Conduct](#) and that of any hosting venue for meetings or research. This Code of Conduct extends to all formal and informal FCE LTER interactions where an individual's behavior affects others, including office interactions, lab and field activities, lodging, virtual and live meetings, and in digital communications including email and social media.

Expected Conduct

- Foster an atmosphere of **openness** and encourage a culture of **engagement**.
- Treat others with **kindness** and **respect**, including when viewpoints may differ from your own.
- **Communicate openly, listen actively**, and create safe space where miscommunications can be discussed and corrected. Critique ideas rather than individuals.
- **Ethically** conduct research, teaching, and community engagement. **Responsibly** use University resources and **property**, promote a culture of compliance with legal requirements, and avoid conflicts of interest and commitment.
- Responsibly manage and **share information** with collaborators while protecting confidential information and providing appropriate attribution.
- Be mindful of differing abilities, experience, and comfort in field settings. Promote physical and mental health safety, being mindful of potential hazards, voicing concerns, and caring for each other's safety.

Reporting Concerns or Incidents

Intervene, interrupt, **de-escalate**, and/or report when you witness unsafe, exclusionary, or threatening behavior, and activities that do not follow the guidelines of expected behaviors. If you are in immediate danger, call 911 and seek assistance. If you are not in immediate danger but feel that you have experienced unacceptable behavior, have witnessed any such behavior, or feel have been accused of unacceptable behavior, consider the reporting options below. You may contact the FIU Ombudsperson for confidential, informal consultation and/or:

- **Consult with your supervisor, the FCE Lead Principal Investigator, or any member of the FCE LTER Leadership** (Internal Executive Committee).
- **Report directly to FIU (report.fiu.edu)** or through your home institution (can be done anonymously).

The FCE LTER takes the safety, security, and inclusion of all members seriously and will respond quickly to any reports of unacceptable behavior. The consulted FCE leader will ensure that reporting is directed to the correct channels and treated with appropriate level of urgency based on severity.

The FCE LTER leadership will make every effort to maintain the privacy of everyone involved to the degree allowed under the law. However, there may be instances where the University's responsibility to respond to reports of potential discrimination and the rights of the accused outweigh the need for privacy. Confidential lines of reporting to the university are provided above.

Florida International University does not discriminate on the basis of race, color, sex, pregnancy, religion, age, disability, national origin, marital status, and veteran status in its programs and activities. For inquiries, contact Jacqueline Moise-Gibbs, Interim Director in the Office of Civil Rights, Compliance and Accessibility (OCRCA) and Title IX coordinator, at 305-348-2785 or email jmoisegi@fiu.edu.