



LONG LAB CODE OF CONDUCT

The Long Lab:

1. Follows the scientific method to answer questions that advance ecology.
2. Cultivates an environment that encourages and promotes learning, collaboration, and dialogue.
3. Rectifies the exclusion of historically underrepresented groups in the STEM fields by working to change the demographics of our academic community so that they are representative of our broader/global community.

As members of the Long Lab, we commit to follow the following principles¹:

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. Our efforts at inclusivity lack walls and thus extend across classrooms, field sites, professional conferences, and social settings.
2. We create supportive environments lacking harassment, aggression, discrimination, and bullying.
3. We acknowledge the responsibility of project leaders to direct and teach in the field and lab, but work towards creating an environment that doesn't diminish anyone based on seniority or experience.
4. We commit to recruit, train, and retain staff, students, and faculty of underrepresented groups.
5. We provide opportunities to students based on current merit and potential, rather than solely test scores and accomplishments; recognizing that in order to achieve equity in education, we must abandon standardized exam scores and recognize the individuality of our students.
6. As mentees, we conduct high-quality science and ask questions to learn and grow as early-career scientists.
7. As mentors, we teach, supervise, and encourage inquiry-based learning.

¹ Principles adapted from Dr. Simon Brandl

8. We mentor people outside of SDSU, including local community colleges, K-12 schools, and senior community members.

9. We solve conflicts in a mature, mindful, and communicative manner.

10. We listen, offer apologies, and commit to learning from incidents violating the above principles.

We commit to reporting violations of our code of conduct and stand by our fellow Long lab members in order to maintain and improve our lab culture and environment. As a first step, the involved parties should try to resolve the issue through honest and open communication. When this is not possible, we will consult others (within or beyond the lab) for help with resolutions.