

Seminar Code of Conduct

Our seminars represent an opportunity in which all members of the School of Geosciences (and some from outside our School) gather for an hour of **scientific exchange**. We aim to foster an **inclusive environment** where everyone feels welcome, and their contributions are valued. This is particularly important when speakers are job candidates, students, junior faculty members, and/or belong to underrepresented groups in STEM. The following Code of Conduct is meant to steer the climate during our seminars.

Purpose of the seminars

- School seminars are an important part of what we do as scholars (both as learners and teachers). They provide an opportunity to learn from experts both inside and outside our direct fields of study and allow for the sharing of scientific ideas.
- Seminars are a way to evaluate candidates and are designed to teach students and colleagues about different research topics, and how to present data in different ways.
- The role of the speaker is to present their research in an understandable way, considering the diverse levels of expertise in the audience.
- The audience should learn from the speaker, and respectfully contribute constructive questions or comments, with the goal of having a broader and deeper understanding of the speaker's points.

Expected behavior

- Communicate openly with respect for others, critiquing ideas rather than individuals; questions, whether they are easy or hard, should be asked in a respectful way.
- Questions should dig deeper into the topic, and not outside the boundary of the research presented.
- All attendees are treated with respect and consideration, valuing a diversity of opinions.
- Be considerate, respectful, and collaborative.
- Respect the rules and policies of the University of Louisiana at Lafayette.

Unacceptable behavior

- Persistent questioning limits participation and prevents other attendees from contributing questions or comments. If an attendee is not satisfied with the speaker's response to their question, they can follow up with the speaker afterwards. Our seminars are designed to fit within a 1-hour window for this purpose (40-minute talk, 10 minutes Q&A, 10 minutes post-discussions).
- Discussion between attendees during the presentation should also be kept to a minimum. Discussions can occur before or after the presentation.
- Confrontational or aggressive comments or questions are not acceptable.
- Intimidation, harassment, bullying, or discrimination in any form will not be tolerated.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or socioeconomic class; or threatening a seminar participant.
- Disruption of talks is also unacceptable behavior.

Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The Seminar Coordinator, faculty or committee members may take any action deemed necessary and appropriate, including, but not limited to, immediate removal from the seminar.

Reporting Unacceptable Behavior

- All senior faculty present are responsible for making sure all seminar guests are welcome and that their contributions are valued.
- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a faculty member.
- Notification should be made by contacting the Seminar Coordinator or a faculty member on site or by emailing your concern to them. If further escalation is needed, one should contact the director of the School of Geosciences (Dr. Brian Schubert).
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact 911.

Sources

This code of conduct was created from input from faculty and students in September 2024 and adheres to the AGU meetings code of conduct.