



## Department of Fisheries and Wildlife *Community Norms*

The Department of Fisheries and Wildlife (FW) is committed to building a safe, supportive, and welcoming community where we have a shared responsibility for our words and actions, as well as how they affect others and the collective FW climate. The community norms described below include (a) expected behaviors that are aligned with the Department's values; and (b) modes of work. We define our community as faculty, staff, post-doctoral researchers, graduate students, and undergraduate students associated with our department. We also expect collaborators to abide by these community norms. The community norms described below will be reviewed annually by the FW Committee of Culture, Access, & Belonging.

### (a) Expected behaviors related to:

**Culture, Access, & Belonging:** We actively promote a working and learning environment that is open and welcoming to all and that enriches the department and fosters innovation in teaching, research, outreach, and engagement with partners and the public. We reject all forms of discrimination, intimidation, harassment, and assault; and we support individuals who have been subject to such instances.

**Respect and Civility:** We tolerate and respect viewpoints that differ from our own. We foster an environment of civility that is conducive to acceptance and participation by all in departmental activities. We treat each other with courtesy and respect, and assume the best intentions and motivations of each other.

**Power Differences:** University life is hierarchical, and power differentials exist within and across populations such as students, administrators, faculty, academic staff, and support staff. We are aware of, and avoid abusing, increased rights and capacities associated with different roles, positions, levels, and degrees of experience. We recognize the value of diverse expertise and experiences of all community members, regardless of power and status.

**Integrity and Professionalism:** We uphold the highest ethical standards in our work and personal conduct, with shared responsibility and accountability among all community members. We do not permit the spreading of rumors, untruths, or attempts to undermine the credibility of others. We learn from each other and give credit to those who have earned it.

**Transparency and accountability:** We are committed to honest and open communication about our actions so that we hold ourselves and others accountable.

**Personal realities:** We create and maintain a supportive environment that respects the diversity of life challenges and personal commitments of our community members.

### (b) Modes of work:

**Collaborative:** We collaborate with partners and pursue collegial, disciplinary and interdisciplinary efforts within diverse teams that support our individual and collective professional and educational goals. We also recognize and value individual work that can either happen within the context of collaborations or outside of them.

**Adaptive:** In a rapidly changing world, we adapt our approaches and practices in our teaching, research, outreach, and engagement.

**Innovative:** We advance the frontiers of science, learning, and engagement to improve our shared natural and social environment.

**Transformative:** We empower all community members to lead on campus and beyond by embodying all of the values of our department and institution, and by empowering others through partnership and shared experiences.