

Brown lab code of conduct

Our lab exists to promote critical thinking with positive interpersonal relationships to generate high quality outputs in a safe and ethical environment. We provide an environment for each of us to complete the best science of which we are each capable with the resources available. This is to enable each of us to develop the skills and expertise needed to continue our chosen careers, in science or elsewhere. ***In return, each of us will work hard and conduct ourselves collegially and professionally at all times to achieve high quality outcomes, and we will help each other do so constructively and cooperatively.***

We are an inclusive lab. We all have different backgrounds. We will be sensitive to each other's situation and beliefs. We will not engage in behaviours or make statements that could reasonably be construed as intolerance of race, religion, gender, sexual orientation or any other characteristic. We will not engage in behaviours or make statements that could reasonably be construed as bullying or harassment.

We are a respectful lab. We will always politely ask others for assistance when needed and we will always thank others for their assistance.

We are a safe lab. We will conduct ourselves in a way that does not negatively impact others. We will comply with all health, safety and compliance legislation and practices at all times. We will leave all work areas, equipment and unfinished consumables in excellent condition for the next user. We will arrange for the replacement of anything that we finish or break.

We are an honest lab. We will be honest with, and about, each other at all times. We will not mislead each other with incomplete information. We will only make agreements that we intend to keep and we will keep all agreements that we make. We will not gossip about each other and we will correct others whom we hear gossiping about any of us.

We accept our strengths and weaknesses. We will be open to criticism and will criticise others. We will focus on the issue, not the person. If being criticised, we will always assume that the intention is to improve outcomes. When criticising others, we will be honest and will do so with the sole intention of improving outcomes.

We are not defined by our science. We all have lives outside the lab and we will respect each other's right to a personal life. We will not E-mail each other about work outside normal working hours unless absolutely necessary and we will not be expected to answer out-of-hours E-mails until back at work unless an urgent reply is needed. We will plan our work so that we will not compel others to work outside normal working hours except in exceptional circumstances, or it cannot be avoided to complete ongoing experiments.

Conflicts can and do happen. Conflicts are best resolved before they become dramas. As soon as a concern arises, those involved will speak to each other in good faith to try to resolve the issue and will be prepared to change opinions and/or behaviour to do so. All resolved and unresolved conflicts will be reported to the principal investigator who, as lab manager, needs to be aware of the status of interpersonal relationships within the lab at all times. The principal investigator will be responsible for resolution of all conflicts that cannot be resolved by discussion between those directly involved.