

# Code of Conduct

In alignment with [Ohio State's Shared Values](#), the College of Pharmacy aims to cultivate a culture of excellence that values integrity, ethics, and equity in all aspects of the college's endeavors. We are committed to creating a supportive intellectual community for all, regardless of social identity or personal characteristics. All members of the College of Pharmacy—students, faculty, staff, and trainees—are expected to uphold these values so everyone can feel welcome, respected, and supported as a part of the community.

Whenever people work together closely, there is the potential for harm through unintentional thoughtlessness or intentional malice. A healthy community is one where each of us can work through interpersonal differences, remain open to constructive feedback, correct inappropriate behavior, receive support when we have been harmed, find recourse for harm done, and take action to prevent future harm.

Pharmacy Buckeyes are expected to exhibit appropriate conduct in their role at all times regardless of location: on campus, while teleworking, at conferences, on rotation, etc. This includes compliance with all relevant university policies and standards. Inappropriate behavior includes conduct that is discriminatory, demeaning, derogatory, harassing, offensive, or abusive; unwelcome sexual attention; and unwelcome physical contact. Inappropriate behavior may incur proportional consequences intended to provide education, foster dialogue, and restore collegiality.



Beyond refraining from inappropriate behavior, we ask that all members of the community make a proactive effort to be mindful about how they engage with others in order to build a welcoming and supportive environment. As such, we commit to the following Code of Conduct:

## Respect & Support All College Community Members

1

Be courteous in your interactions. Strive to live the Platinum Rule: treat others how they want to be treated. This includes considering how individual needs may vary from your own, as well as creating space for people to communicate their needs.

2

Respect the professional, physical, and personal boundaries of members.

3

Give members a chance to voice their thoughts. Seek to listen with attention and speak with intention.

4

Ensure all members have equal access to professional and academic opportunities.

5

Offer feedback with intentionality. Celebrate accomplishments and growth. When necessary, ensure critique is constructive and aims to create an opportunity for learning.

6

Avoid judging, discriminating, or making unwelcomed jokes or disparaging remarks based on stereotypes and/or biases.

7

Be aware of power differentials between academic stages (undergraduate, graduate, postdoc, staff, faculty) and act to protect and empower all members with particular awareness of academically and professionally younger individuals.

8

Conduct research and collaboration in an ethical manner.

9

Support those who report violations of college or university policies and standards.

## Commit to Openness and a Growth Mindset

1

Commit to continually learning and growing. Honor that no one can know what they do not know until they are taught otherwise. Recognize that none of us know everything and everyone has something to offer.

2

Operate with positive intentions and take accountability when positive intentions do not yield the intended outcome.

3

Be receptive to discussions of ways to improve the culture, environment, and relationships of the college.

4

Receive feedback with an open mind. View constructive critique as an opportunity to improve even further.

5

Challenge your own assumptions about people and the sources of those assumptions.

## Take Initiative

1

Take it upon yourself to eliminate challenges or barriers to success that members may face as a whole and/or as members of social identity groups.

2

Intervene when others exhibit conduct unbecoming of a community member.

3

Speak up when others are disrespectful of a person or group of people, even when they are not present.

4

Seek and support opportunities for education on inclusive excellence, health equity, cultural humility, reporting, and bystander intervention techniques. Encourage others to do the same.

5

Acquaint yourself with Ohio State's policies on sexual misconduct and codes of conduct. Fulfill all associated reporting obligations.



### Note:

Principles adapted from the OSU Department of Linguistics and OSU Department of Astronomy, both of which adapted their respective codes of conduct from the Princeton Department of Physics.

## Appendix: Resources

### Shared Values

*Ohio State*

<https://www.osu.edu/shared-values>

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### OSU Policies and Standards

*Non-Discrimination, Harassment, and Sexual Misconduct Policy*

<https://hr.osu.edu/public/documents/policy/policy115.pdf>

*Affirmative Action & Equal Employment Opportunity Policy*

<https://hr.osu.edu/public/documents/policy/policy110.pdf>

*Access for Individuals with Disabilities Policy*

<https://policies.osu.edu/assets/policies/Policy-Access-Individuals-Disabilities.pdf>

*Campus Free Speech Policy*

<https://policies.osu.edu/assets/policies/campus-free-speech-policy.pdf>

*Code of Student Conduct*

<https://studentconduct.osu.edu/for-students/understanding-the-student-conduct-process/code-of-student-conduct-versions>

*Whistleblower Policy*

<https://hr.osu.edu/wp-content/uploads/policy140.pdf>

*Anti-Hazing Policy*

<https://policies.osu.edu/assets/policies/anti-hazing-policy.pdf>

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### OSU Reporting Mechanisms

*Anonymous Reporting Line*

<https://secure.ethicspoint.com/domain/media/en/gui/7689/index.html>

*Student Conduct*

<https://cm.maxient.com/reporting.php?OhioStateUniv>

*Campus Free Speech Policy Complaint Investigation, Hearing, and Resolution Process*

<https://oaa.osu.edu/sites/default/files/uploads/policies/Complaint-Investigation-Hearing-Resolution-Process.pdf>

## **On-Campus Resources**

*Office of Institutional Equity*

<https://equity.osu.edu/>

*Office of University Compliance and Integrity*

<https://compliance.osu.edu/>

*Office of Ombuds Services*

<https://ombuds.osu.edu/>

*Office of Inclusive Excellence Restorative Justice Initiative*

<https://odi.osu.edu/resources/inclusive-excellence/restorative-justice-initiative>

*Office of Student Life Student Mediation Program*

<https://studentconduct.osu.edu/for-students/mediation>

*Office of Student Life Student Advocacy Center*

<https://advocacy.osu.edu/>

*Office of Student Life Student Wellness Center*

<https://swc.osu.edu/>

*Office of Student Life Center for Belonging and Social Change*

<https://cbsc.osu.edu/>

*Office of Diversity and Inclusion*

<https://odi.osu.edu/>

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## **Off-Campus Resources**

*The American Association of University Professors (AAUP) Statement of Professional Ethics*

<https://www.aaup.org/report/statement-professional-ethics>

### **We highlight the following key points:**

**1**

The primary responsibility of professors is to seek and state the truth as they see it. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty.

**2**

As teachers, professors encourage the free pursuit of learning in their students. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

**3**

As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own.

*National Academies of Science report “Fostering Integrity in Research”*

<https://www.nap.edu/read/21896/>