

Department of Earth and Planetary Sciences Code of Conduct

The purpose of this code of conduct is to provide a safe and non-discriminatory environment for students, trainees, faculty, staff, post-doctoral fellows, residents, and other members of the Department of Earth and Planetary Sciences community. To that end, our department seeks to provide community members with an environment that is free from discrimination and harassment on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, immigration status, age, disability, religion, sexual orientation, gender identity or expression, military status, veteran status, or other legally protected characteristic. This Code of Conduct applies to students, trainees, faculty, staff, post-doctoral fellows, and residents.

Expected behaviors:

- Treat others with courtesy, respect, equity and fairness
- Work to foster a safe and inclusive environment
- Consider power imbalances when interacting with people in the department
- Take responsibility for active positive intervention when aware of misconduct or suspected misconduct including discrimination, harassment, bullying
- Appropriately and promptly report misconduct

Unacceptable behaviors:

- Harassment includes making comments related to an individual's gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or other protected status.
- Unwelcome physical contact

Definitions of relevant terms can be found here: https://oie.jhu.edu/policies-and-laws/JHU-Discrimination-and-Harassment-Policy-and-Procedures-7.1.21-to-9.30.22#Section_III

Reporting Violations

JHU Reporting to Office of Institutional Equity (OIE): The OIE (<https://oie.jhu.edu>) is responsible for receiving and handling complaints of [discrimination](#), [harassment](#) and [retaliation](#). OIE is a neutral resource available to all students, faculty and staff.

- *Online reporting form for harassment or discrimination (anonymous reporting an option):* https://jhu-gme-advocate.symplicity.com/public_report/
- *Online reporting form for sexual harassment (anonymous reporting an option):* https://jhu-gme-advocate.symplicity.com/titleix_report/

JHU Ombuds Office: The Ombuds office (<https://ombuds.jhu.edu/>) provides confidential and informal conversations about concerns. Importantly, this is not a formal report of a violation.

Department of Earth and Planetary Science Reporting:

- Your Professor and TA or PI and/or committee members
- Department Chair: Ben Zaitchik, 410-516-4223, zaitchik@jhu.edu,
- Director of Graduate Studies: Emmy Smith, 410-516-8687, efsmith@jhu.edu,
- Director of Undergraduate Studies EPS: Meghan Avolio, 410-516-2719, meghan.avolio@jhu.edu,
- Director of Undergraduate Studies ENVS: Jerry Burgees, 410-516-7209, jerry.burgess@jhu.edu

This code of conduct was agreed up on by members of the EPS department June 2023

Reporting violations is strongly encouraged. Reporters will be protected from retaliation.

Additional Reporting Options

JHU Reporting to Title IX: JHU Title IX Coordinator: Linda Boyd, JD
(titleixcoordinator@jhu.edu). Website: <https://sexualmisconduct.jhu.edu/faqs/>

Office of Student Conduct (<https://studentaffairs.jhu.edu/viceprovost/student-conduct-ethics/>)

Additional Resources

Krieger School Diversity and Inclusion (<https://krieger.jhu.edu/about/diversity-inclusion/>)

JHU Consulting Resources

JHU Counseling Center (<https://studentaffairs.jhu.edu/counselingcenter/>)

410-516-8278, 3003 N. Charles St., Suite S-200, Baltimore, MD. *Serves all full-time undergraduate & graduate students from KSAS, WSE, & Peabody.*

JHU Student Health and Wellness Center (<https://studentaffairs.jhu.edu/student-health/>)

410-516-8270, Homewood Campus: 1 East 31st St., Suite N200, Baltimore, MD. *Serves all full-time, part-time & visiting undergraduate & graduate students from KSAS, WSE & Peabody. Serves post-doctoral fellows enrolled in KSAS, WSE, School of Education, and Sheridan Libraries.*

Gender Violence Prevention (<https://studentaffairs.jhu.edu/chew/gender-violence-prevention/>)

The Gender-Based Violence Team has confidential support staff who can be reached at HopkinsGBVP@jhu.edu or 443-927-3548. *Serves graduate & undergraduate students from KSAS, WSE, & Peabody.*

Religious and Spiritual Life

Bunting Meyerhoff Interfaith and Community Service Center, 3400 North Charles St., Baltimore, MD. Can be reached at chaplain@jhu.edu or 410-516-1880.

Johns Hopkins Student Assistance Program (JHSAP) (<https://jhsap.org/>)

443-287-7000. *Serves graduate, medical & professional students, and immediate family members.*

Johns Hopkins Employee Assistance Program (<https://hr.jhu.edu/benefits-worklife/support-programs/>)

888-978-1262. *Serves University faculty & staff & their immediate family members.*