

Department of Biostatistics Code of Conduct

The Department of Biostatistics is committed to providing a welcoming, intellectually stimulating, and inclusive experience for everyone in our community, regardless of their origins, personal characteristics, or beliefs. We do not tolerate sexual harassment of any kind in our community. Sexual language or imagery is not appropriate for any work event, including classes, meetings, conferences, talks, parties, Twitter or other online media. Neither will we tolerate discrimination or harassment with respect to sex, race, ethnicity, sexual orientation, religious beliefs, or other characteristics comprising people's status and identities. Without exception, these behaviors are unacceptable.

This code of conduct applies to all individuals affiliated with the Department, including faculty, staff, students, postdoctoral fellows, visiting scholars and temporary employees. It applies to all modes of interaction, both in-person and online, including social media of all forms, GitHub project repos, and the like. Departmental affiliates violating it will be referred to the Title IX coordinator at JHU.

The Department strives to maintain a positive culture. All Department of Biostatistics members agree to:

Be considerate in speech and actions, and actively seek to acknowledge and respect the boundaries of other members.

Be respectful. Disagreements occur, but they should be addressed in a civil manner. Frustration may be unavoidable, but should never devolve into attacking a person or a group. A community where people feel uncomfortable or threatened is not a productive one; highest creativity can only occur in a community where people feel safe and supported. Department of Biostatistics members are expected to be respectful of other members of the Department and to be ambassadors of such behavior everywhere.

Refrain from demeaning, discriminatory, or harassing behavior and speech. Harassment includes, but is not limited to: deliberate intimidation; stalking; demeaning comments or gestures; exclusionary actions; unwanted photography or recording; sustained or willful disruption of talks or other events; inappropriate physical contact; use of sexual or discriminatory imagery, comments, or jokes; and unwelcome sexual attention. If someone asks you to stop, then stop.

Take care of each other. Refrain from advocating for, or encouraging, any of the above behaviors. Actively advocate for respectful, inclusive behavior. Alert campus safety and security or the JHU sexual assault hotline (contact information below) if you notice a dangerous situation.

Need Help?

Anyone who believes they are experiencing harassment or discrimination must feel free and open to seek redress. If you find yourself in such a situation, or if you notice someone in distress or violation of this code of conduct, you will have the full support of the department in reporting it and in pursuing resolution. In such cases, please alert Karen Bandeen-Roche (Chair), Margaret Taub (Ombudsperson), or any person in a position of authority in the Department. The University has developed avenues for reporting and for seeking help, as well, including:

- JHU Sexual Assault Helpline, 410-516-7333 (confidential)
 - Campus Safety and Security, 410-516-7777
 - [University Sexual Assault Response and Prevention website](#)
 - [Johns Hopkins Compliance Hotline](#), 844-SPEAK2US (844-733-2528)
 - [Hopkins Policies Online](#)
 - [JHU Office of Institutional Equity](#) 410-516-8075 (nonconfidential)
 - [Johns Hopkins Student Assistance Program](#) (JHSAP), 443-287-7000
 - [University Health Services - Mental Health](#) (UHS-MS), 410-955-1892
 - [The Faculty and Staff Assistance Program](#) (FASAP), 443-997-7000
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Training

The University offers an excellent set of training modules on preventing discrimination and harassment, and related topics. Its Office of Institutional Equity webpage provides a comprehensive set of links detailing university resources to address discrimination and harassment and promote diversity and inclusion:

Title IX and related training modules: <http://oie.jhu.edu/training/>

Office of Institutional Equity webpage: <http://oie.jhu.edu>

Feedback

Your feedback on this Code of Conduct is welcomed by Dr. Bandeen-Roche.

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