

## UCI Math Department Code of Conduct

This document serves two main purposes: 1) to affirm our commitment to create a welcoming environment in the department, and 2) as a compilation of department, school, and campus-wide resources for reporting incidents, issues, and concerns. We aspire to be a department in which all people who work, study, or otherwise operate — including students, postdoctoral/professional researchers, faculty, staff, and visitors—exhibit mutual respect and consideration.

In particular, the UCI Math Inclusive Excellence Committee, which created and maintains the Math Department Code of Conduct, has the following mission statement:

***The pursuit of Inclusive Excellence is a central part of the Department of Mathematics' mission. As a department and as a community, we affirm and acknowledge the rich commonalities and differences we bring, and the inherent value of all who work and study here. We aspire to create a welcoming and inclusive space, where each person is appreciated for their intrinsic worth, where the rich diversity of our campus and our society is reflected, and where everyone can fully participate and contribute. We recognize that our ability to carry out our scientific and educational mission rests on our ability to realize these values. The Inclusive Excellence Committee is a primary vehicle in all of the department's efforts to foster these values and to ensure that everyone feels welcome.***

Furthermore,

- Department members should be able to pursue personal growth and career goals. Everyone has a right to express their professional opinions in a respectful manner. While we honor academic freedom and actively encourage critique, dissent and disagreement, department members should strive to voice their opinions in constructive ways.
- Department members are attentive to their social surroundings and will alert UCI personnel in the case of someone in distress. Please see below for reporting instructions and resources.
- Department members will speak up if they witness unacceptable behavior and/or report it afterward. Please see below for reporting instructions and resources.

The following list describes behavior that is unacceptable. It is not intended to be an exhaustive list of unacceptable behaviors; but rather a sampling of specific examples intended to guide our community.

## Unacceptable Behavior

- Physical, psychological, or verbal abuse of anyone.
- Disparaging comments, harassment, or discrimination related to gender, gender identity, sexual orientation, physical and mental disability, physical appearance, age, socio-economic status, veteran status, race, creed, color, religion, ancestry, national origin, marital/domestic partnership status, or other protected characteristics.
- Refusal to use someone's preferred name or pronouns.
- Unwelcome physical contact or lewd remarks.
- Inappropriate use of nudity and/or sexual images or discussion of private sexual experiences that would be deemed offensive to a reasonable person.
- Inappropriate use of authority.

In addition, community members should also familiarize themselves with the School of Physical Sciences Statement of Professional Conduct, which can be found here <https://ps.uci.edu/stuaff/node/3999>. This document outlines the standards of professional conduct expected of graduate students in the School of Physical Sciences.

If you are unsure about reporting an incident, please consider seeking advice from the Department Chair, Vice-Chairs, DECADE mentor, or other trusted person in the Department.

## Reporting & Resolving Incidents

If you encounter unacceptable behavior, or witness distress, please document it and report it to at least one of the following math department or UCI campus resources. More information and specific instructions can be found by clicking on the links associated with some of the resources. **Although they will strive to respect your privacy, they may not be able to guarantee your anonymity.**

- Your Supervisor/Advisor, Department Chair, Department Vice-Chairs, Administrative Staff <https://www.math.uci.edu/about-us/contact-information>
- UCI Office of Academic Integrity & Student Conduct <https://aisc.uci.edu/resources/reporting.php>.
- **Kirsten Quanbeck** or **Theresa Truman** ([oeod@uci.edu](mailto:oeod@uci.edu)), UCI Office of Equal Opportunity and Diversity (OEOD) Title IX & ADA Officers.

<http://www.oeod.uci.edu/>. Discrimination/Sexual Harassment Hotline: 949-824-7037. More information also available here <http://www.oeod.uci.edu/sho/faq.php>.

- **Natalia Komarova** ([komarova@uci.edu](mailto:komarova@uci.edu)), Department of Math Vice Chair for Inclusive Excellence and Inclusive Excellence Committee Chair
- **Alessandra Pantano** ([apantano@uci.edu](mailto:apantano@uci.edu)), Math DECADE Faculty Mentor <https://grad.uci.edu/about-us/diversity/decade/index.php>
- **Mu-Chun Chen** ([muchunc@uci.edu](mailto:muchunc@uci.edu)), School of Physical Sciences Equity Advisor
- **Isabella Velicogna** ([isabella@uci.edu](mailto:isabella@uci.edu)), School of Physical Sciences Associate Dean of Graduate Studies, Equity and Inclusion
- **James Bullock** ([bullock@uci.edu](mailto:bullock@uci.edu)), School of Physical Sciences Dean
- **Phong Luong**, ([pbluong@uci.edu](mailto:pbluong@uci.edu)), Graduate Division Counselor
- Math Department UAW union representatives (for graduate students and academic student employees)
- **If you wish to remain strictly confidential**, you can seek advice or help from the following campus sources. It is strongly recommended that you verify that the resource will protect your confidentiality before reporting.
  - **Counseling Center**, which is open to everyone associated with UCI (students, faculty and staff), and useful especially in cases of emergencies: 949-824-6457, <http://www.counseling.uci.edu>
  - **Ombudsman's Office**, an alternate channel to discuss complaints, concerns or problems confidentially in a neutral environment: MSTB 205, 949-824-7256, <http://ombuds.uci.edu>
  - **EAP** (Employee Assistance Program) for staff, postdoctoral researchers & faculty: 949-824-3273
  - **CARE** (UCI Campus Assault Resources and Education), who can provide counseling, consultation and a variety of services free of charge to enrolled students: 949-824-7273, <http://care.uci.edu>

This code of conduct was created by the UCI Math Department Inclusive Excellence Committee and is influenced by the UCI Department of Physics and Astronomy Code of Collegial Conduct (<https://www.physics.uci.edu/inclusion/conduct>), the School of Physical Sciences Statement of Professional Conduct (<https://ps.uci.edu/stuaff/node/3999>), and the UCI Office of Inclusive Excellence. Please contact UCI Math Department leadership, staff, or Inclusive Excellence Committee members with questions.

**Any changes on the wording of this code must be voted by the Department.**