

# Code of Conduct Tilburg Meta-Research Center

Version: 09-09-2022

At the Tilburg Meta-Research Center our mission is to improve science in line with the principles of the Code of Conduct for research integrity: honesty, scrupulousness, transparency, and independence from vested interests. In achieving these goals we value the participation of every member of our community and strive for an environment in which every lab member and collaborator has an enjoyable and fulfilling experience. Accordingly, we ask our members and collaborators to adhere to the following code of conduct whenever they act in their role as researchers affiliated with the Tilburg Meta-Research Center.

## **1. Harassment**

We do not tolerate harassment or discrimination by or of members of our community in any form, including but not limited to, discrimination or harassment based on racial or ethnic background, citizenship status, religion (or lack thereof), political affiliation, gender identity/expression, sexual orientation, dis/ability status, appearance or body size. Examples of unacceptable behavior include, but is not limited to:

- Violent threats or language directed against another person.
- Sexist, racist, or otherwise exclusionary jokes and language.
- Posting sexually explicit or violent material.
- Posting (or threatening to post) other people's personally identifying information ("doxxing").
- Sharing private personal content, such as emails or conversations sent privately or non-publicly.

- Personal insults.
- Unwelcome sexual attention.
- Excessive or unnecessary profanity.
- Advocating for, or encouraging, harassment

## **2. Communication**

We strive to be understanding. Different perspectives can give rise to disagreements, both social and scientific. We work together to resolve conflicts constructively, assume good intentions and do our best to act in an empathetic fashion.

- We recognize that mistakes can be made. We give our colleagues the benefit of doubt, and appreciate when that is reciprocated.
- We recognize the importance of being notified when our words or actions have a negative impact on others so that we can adapt our communication in order to maintain positive and strong relationships.
- We are aware that our actions can be hurtful to others or contribute to a negative environment even if we did not intend to harm.
- When notified that we have contributed to a negative environment, we listen, acknowledge the feelings of the other person, reflect, and commit to learning and doing better.

## **3. Learning and exploration**

We encourage inquisitiveness, questions and constructive discussions. Nobody knows everything.

- We encourage each other's learning on all topics.

- However, we are aware that sometimes a topic can be removed and abstract for ourselves, but be personal and emotionally loaded or uncomfortable for others. We try to be conscientious about this when discussing difficult topics, and respect that the current setting may not be the appropriate one for the current discussion. Lab members can always remove themselves from a discussion if they feel uncomfortable.
- In particular, if we know that a topic is sensitive for some member, we keep this in mind when discussing the topic.

#### **4. Professionalism**

We value professionalism in all scientific interactions, and take responsibility for our own speech.

- When we provide criticism, we provide constructive criticism. We do not make unnecessarily personal comments or ad-hominem arguments in scientific debates.
- We strive to ensure that our communication - online and in person - is appropriate for a professional audience including people of many different backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time.
- In scientific communication we consider the potential (negative) impact of our statements.
- We strive to create an inclusive environment in meetings. We make space for our colleagues in the conversation to give everyone a chance to talk and an opportunity to contribute. We aim to not interrupt or talk over them.
- We show our colleagues respect by being prepared for meetings, including lab group meetings.
- In general, we respect each other's time and try to promote a healthy work/life balance.
- We strive for fair agreements and allocations of credit for work done.

## **5. Maintaining a positive environment**

We strive to actively maintain a supportive and inclusive working environment.

- We review and discuss the Code of Conduct as a lab group once a year and update the Code of Conduct if necessary.
- We appoint a Code of Conduct officer each two years. This officer (i) may intervene when suspecting possible violations of the Code of Conduct, and (ii) the officer will follow up with the parties involved in the incident at least twice within the next six months to determine if they feel the situation was resolved.
  - 2022-04-22: Marjan Bakker elected the Code of Conduct officer

### **Reporting guidelines**

Issues or problems relating to violations of the Code of Conduct can be raised once they occur, directly afterwards, or at any time after they have occurred. Issues or problems may be reported to those directly involved, discussed with the 'Code of Conduct' officer of the research group, or raised with the managers of Tilburg Meta-Research Center, Jelte Wicherts or Marcel van Assen. Know that the managers appreciate all your feedback, concerns, and complaints. Problems can also be reported to one of the individuals or offices listed in the Tilburg University Code of Conduct under the section 'Confidential Advisors & other experts'.