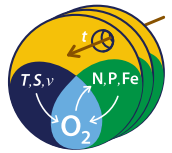


Climate – Biogeochemistry
Interactions in the Tropical Ocean



SFB 754

CODE OF CONDUCT

Sonderforschungsbereich 754
Collaborative Research Centre 754

SFB 754





CODE OF CONDUCT

GENERAL INTENTION

The SFB 754 community developed this Code of Conduct to communicate our common understanding of basic values and rules for respectful cooperation and communication.

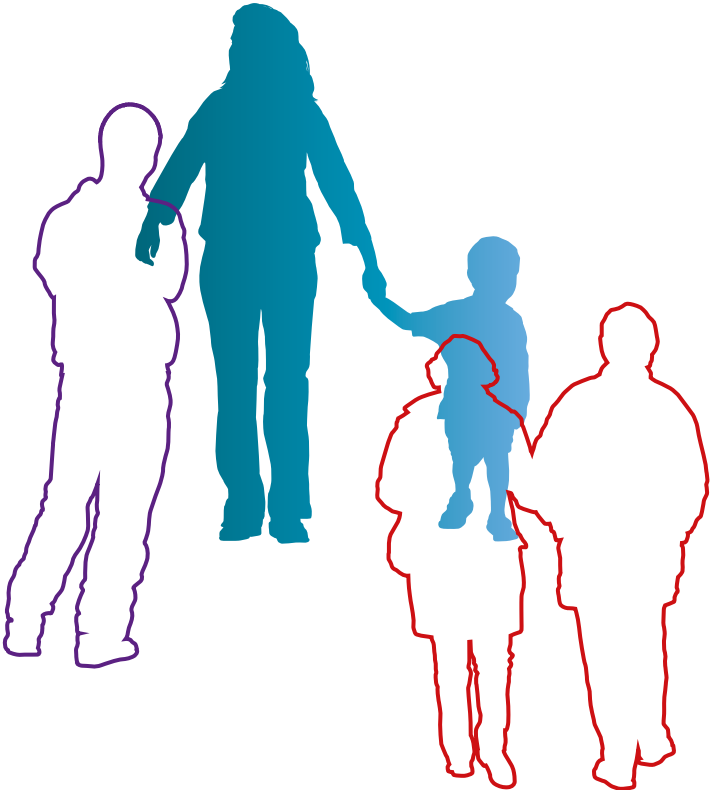
These guidelines apply to everyone, regardless of their level or field of experience, gender or gender identity, age, national origin or nationality, cultural background, religious creed, sexual orientation, family status and health condition.

The purpose of the Code of Conduct is to identify the core ethical values for conducting research within the SFB 754 community, to establish an example and to develop this further within the wider Kiel Marine Science community.

We encourage all SFB 754 members to implement and transmit the values of the Code of Conduct within and outside the SFB 754 environment such as within their working groups, research departments and institutes.

WELCOMING WORKING CONDITIONS

- ▶ We promote a good work-life-balance. This includes meetings only during regular working hours, regular compensation of overtime, taking holidays and no work obligations during weekends, aside from research cruises or longer-term laboratory experiments.
- ▶ Support is provided for those with family obligations to the best extent possible.
- ▶ Principal investigators, supervisors, and scientists in leading positions are role models for practicing a good work-life balance and should discuss with their team members ways of improving working conditions.





VALUE OF DIVERSITY AND INDIVIDUALISM

- ▶ We encourage and acknowledge the importance of diversity in research teams by fostering staff with different backgrounds, ways of living, beliefs and nature to bring in diversified experiences, research ideas, ways to organize work and communicate.
- ▶ A diverse working environment supports an open exchange of individual ideas and the development of diverse practices to improve the cooperation between scientists and advance research.





VALUE OF INTERNATIONALISM AND INTERCULTURALISM

- ▶ We desire and value a highly international and intercultural research community bringing in different perspectives on scientific questions, research methods and experimental set-ups for the improvement of our research.
- ▶ We endeavour to develop and maintain a respectful cooperation by acting and communicating in cultural sensitive ways within and outside the research community.



TRANSPARENCY ON RESEARCH OUTPUT

- ▶ Research follows ethical principles, not only with respect to the way it is conducted but also with respect to the research output.
- ▶ We therefore follow important guidelines, for example, the fulfilment of regulations regarding (co-) authorship on publications and the FAIR* principle of data availability and access.

*FAIR data = **f**indable, **a**ccessible, **i**nteroperable, **r**eusable



ZERO TOLERANCE FOR UNJUST TREATMENT AND HARASSMENT

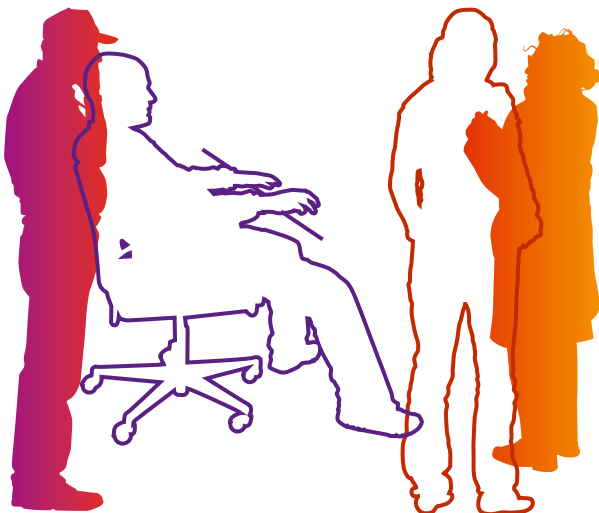
- ▶ Everyone shall be treated equally and fairly.
- ▶ Specific individual requirements such as different levels of familiarity with the German science system, different levels of experience, various contract situations and family obligations should be taken into consideration in our dealings with and expectations of each other.
- ▶ Discrimination, mobbing and sexual harassment are under no circumstances tolerated in all working environments, including fieldwork and research cruises.
- ▶ Everyone shall be free to speak up about inappropriate and unjust behaviour or make use of the formal (anonymous) channels provided by their respective institutions. Serious cases can lead to official institutional complaint procedures.

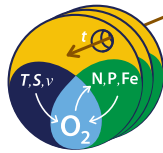
CAREER DEVELOPMENT

- ▶ We actively promote career development at all levels by supporting professional training and personal development.
- ▶ Early career scientists at the doctoral level are encouraged to enrol in graduate schools and postdocs in existing peer-networks to receive training and structured career support.
- ▶ Career development support is expected from supervisors, mentors, principal investigators and all other scientists in leading positions.
- ▶ **Marine Sciences Kiel – career support:**
 - ISOS = Integrated School of Ocean Sciences (Cluster of Excellence “Future Ocean”)
 - IMAP = Interdisciplinary Marine Postdoc Network (Cluster of Excellence “Future Ocean”)
- ▶ **Kiel University:** The Department of Continuing Education offers a variety of training courses for all academic levels.

Use the links on our website:

<https://www.sfb754.de/code-of-conduct>





SFB 754

www.sfb754.de

**MORE INFORMATION
AND CONTACTS:**

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