Ecoss Touchstones

# Ecoss Vision

The vision of Ecoss is to understand ecosystem changes at scales from the cell to the globe and their implications for future Earth.

# Ecoss Mission

The Ecoss mission is to conduct high-impact, innovative research on ecosystems and how they respond to and shape environmental change, to train next-gen scientists, and to communicate discovery and its relevance to people.

# Ecoss Values

## Respect

* We embrace open and honest communication in a way that encourages all members of Ecoss to express their views and opinions in a respectful and constructive manner.
* We commit to treating ourselves and one another with respect, through differences, difficulties, and disagreements.
* We will treat all people with dignity, regardless of job title or rank.

## Community

* We embrace diversity, equity and inclusion in all aspects of Ecoss by actively working towards eliminating any barriers and biases.
* We commit to fostering a welcoming and inclusive community where all members feel valued and respected, regardless of their background, identities, or beliefs.
* We will use the support, associated power and resources of our community to positively impact others.

## Collaboration

* We embrace collaboration that is rooted in trust and respect among all people.
* We commit to fostering innovation by bringing together individuals with diverse skills and knowledge to generate new and creative solutions.
* We will leverage each other’s strengths and expertise to achieve better outcomes than we could accomplish alone.

## Creativity

* We embrace creativity in all aspects of our work, both in terms of creative methods to address new scientific questions and creative solutions to contemporary ecological challenges.
* We commit to providing resources and support that enable the members of Ecoss to explore new ideas and push the boundaries of science.
* We will promote lifelong learning and personal development as key drivers of creativity through providing opportunities for each of us to grow and develop personally and professionally.

## Inclusion

* We embrace an atmosphere that promotes inclusivity by making people feel welcome, trusted, respected, and heard.
* We commit to valuing and listening to the experiences and perspectives of historically marginalized groups and addressing systematic or structural barriers they face.
* We will intentionally engage with diversity and continuously take action to support individuals and the collective belonging of all community members.

## Innovation

* We embrace innovation and will continuously push the frontiers of ecological knowledge.
* We commit to encouraging our members to take risks, embracing failure as a natural part of the innovative process, and persisting in the face of challenges.
* We will incorporate innovation into all aspects of ECOSs, including research, teaching, and community engagement.

# Code of Conduct

The Code of Conduct of the Center for Ecosystem Science and Society (Ecoss) reflects our commitment to creating and sustaining an atmosphere that promotes our values of collaboration, community, creativity, respect, inclusion, and innovation. The code supports our mission to conduct high-impact, innovative research on ecosystems and how they respond to and shape environmental change, to train next-gen scientists, and to communicate discovery and its relevance to people. The code applies to all employees, students, volunteers, and visitors, in all locations where Ecoss activities take place, including but not limited to offices, labs, field sites, professional meetings, online and in person, and to written and verbal communication. As members of the Ecoss community, we accept responsibility for holding ourselves and each other to the code.

Conduct inconsistent with this code includes harassment, discrimination, sexual misconduct, intimidation, bullying, retaliation, etc. We believe such conduct must be promptly recognized, acknowledged, discussed, and corrected. In order to uphold our code of conduct and guide our community, we will:

* Assume good intentions and promote thoughtful discourse;
* Recognize that physical and psychological safety are more important than data and duties;
* Cultivate an organizational culture where addressing problematic behaviors in the workplace is the norm, seeking to address behavior in the moment whenever possible;
* Offer and use resources available to the NAU community (see below);
* Support and create an environment in which asking questions and seeking help are normal and encouraged;
* Acknowledge power dynamics among various groups, including faculty, staff, and students, and work to prevent abuses of power;
* Recognize different perspectives and lived experiences;
* Create welcoming spaces for all, with attention toward marginalized groups in academia and beyond;
* Respect collective and individual property and space;
* Work towards clear, transparent communication between all Ecoss members regardless of position;
* Avoid rumors; and
* Report conduct inconsistent with this code of conduct to supervisors, to the Ecoss Leadership Team (Director, Associate Director, Assistant Directors), and through the appropriate NAU channels as specified below, and offer resources whenever possible.

## Commitment to Action

We will all call out, call in, and hold to account behaviors and actions that are inconsistent with this code. Calling out, calling in, and holding to account includes discussions, trainings, and facilitated conversations with a neutral party at the University or through an outside consultant. Holding to account includes other consequences, up to and including expulsion from Ecoss. Ecoss will engage in ongoing evaluation of organizational culture to ensure our code of conduct continues to serve our members.

As a center, Ecoss strives to provide each member with the tools and skills needed to intervene on their own behalf or on the behalf of others. We commit to timely responses when members fail to engage in respectful, civil communication or when they engage in other conduct inconsistent with this code. We expect members to uphold and embody our values in interactions with the students, staff, and faculty within Ecoss, across NAU, and outside of the university. This includes respecting the communities and land in which we conduct research.

Individual accountability is our most important tool. When incidents occur, we expect people to speak up. If the behavior continues, members have options to make a report. When making a report, please be clear that you are reporting inappropriate conduct.

## Reporting Processes

We take misconduct and violations of this code seriously. We encourage you to address the issue directly when possible. If you experience, witness, or hear allegations of behavior that violates our code of conduct, you can:

* Report to your supervisor.
* Report to the Director, Associate Director, or Assistant Directors.
* Report sex or gender-based discrimination to NAU’s Title IX office (Elyse Morris, 928-523-3454, titleix@nau.edu ) using this form: Sexual Misconduct Report.
* Report discrimination and harassment based on sex, race, color, age, national origin, religion, sexual orientation, disability, veteran status, gender identity and expression, genetic information, or other legally or policy protected status to the Equity and Access Office (928-523-3312, equityandaccess@nau.edu )

Reports will be kept as confidential as possible. However, in cases of sexual misconduct, all university employees are required to report to the NAU Title IX office. In the case of discrimination and harassment, all university supervisors are required to report to the NAU Equity and Access Office.

## Ecoss Statement on Diversity, Inclusion, and Community

The Center for Ecosystem Science and Society (Ecoss) at NAU is committed to fostering an inclusive environment where all members feel valued and inspired to contribute to the Center’s success. We believe that a diverse and inclusive workplace leads to greater innovation and is essential to our excellence in science.

At Ecoss, we value diversity of thought and respect all persons regardless of ability, age, ethnicity, gender expression and identity, language, marital or caretaker status, nationality, race, religion, sex, sexual orientation, and socioeconomic status. We recognize that this list is not exhaustive. In order to create a workplace where all members cooperate and collaborate to advance ecosystem science, we are committed to upholding the following principles:

* We strive toward a work environment that is free from bullying, discrimination, harassment, and prejudice.
* We acknowledge, respect, and appreciate individual differences and encourage the free expression of ideas.
* We believe in providing opportunities for everyone to grow as individuals and to participate in our community.

## Resources and Related Policies

Ecoss is a research center governed by NAU and Arizona Board of Regents (ABOR) policies. Faculty, staff, and some graduate students are classified as mandatory reporters required to report certain instances of discrimination or sexual violence.

Policies that apply to the center include:

Arizona Board of Regents Policy on Prohibited Conduct: <https://public.powerdms.com/ABOR/documents/1491965>

NAU Faculty Handbook: <https://nau.edu/wp-content/uploads/sites/26/Faculty-Handbook.pdf>

NAU Student Code of Conduct: <https://nau.edu/university-policy-library/student-code-of-conduct/>

NAU Nondiscrimination and Anti-Harassment Policy: <https://nau.edu/university-policy-library/nondiscrimination-anti-harassment/>

NAU Sexual Misconduct Policy: <https://in.nau.edu/wp-content/uploads/sites/193/02-11-21-Sexual-Misconduct-Policy-Clean-FINAL-accessible.pdf>

NAU Consensual Romantic or Sexual Relationships Policy: <https://nau.edu/university-policy-library/consensual-relationships/>

NAU Weapons and Violence in the Workplace Policy: <https://nau.edu/university-policy-library/hr_5-07/>

NAU Title IX Information: <https://in.nau.edu/title-ix/policies/>

NAU Academic Integrity Policy: <https://www5.nau.edu/policies/client/Details/1329?whoIsLooking=Students&pertainsTo=All>

**NAU and Community Resources**

NAU Field Safety Information: <https://in.nau.edu/environmental-health-and-safety/safety-programs/field-safety/>

Office of the University Ombuds: <https://in.nau.edu/university-ombuds-program>

Employee Assistance and Wellness: <https://in.nau.edu/eaw/>

NAU Counseling: <https://in.nau.edu/campus-health-services/nau-counseling-services/>

Coconino County Victim/Witness Services: <https://vwsnaz.org/>

Northern Arizona Care after Assault (NACASA): <https://northcountryhealthcare.org/community-programs/sexual-assault-support/>