



Code of Conduct for the CRC 1487

General Intention¹

The Code of Conduct is meant to **communicate a common understanding of basic values and rules** for respectful cooperation and communication within the CRC 1487. 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. We encourage all CRC 1487 members **to implement and transmit the values of the Code of Conduct** within and outside the CRC environment. Principal investigators, supervisors, and scientists in leading positions are role models for the code of conduct and use the chance for open discussions with their team members on the basic values of the code of conduct.

Welcoming Working Conditions and family friendliness

The TU Darmstadt and the CRC are committed to **equal opportunity** and work to **improve the work-life-balance** of its entire staff. **Gender equality, family-friendliness and diversity** are not only important fundamental qualities of a modern society, in science they ensure an atmosphere of academic excellence. The CRC aims to support and leverage the potential of a gender equal, family-friendly and diverse working and research environment.

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.

CRC members in leading positions shall provide an **open atmosphere** for ideas, comments as well as sorrows of any kind addressed by team members.

Within the CRC we will **support all researchers**, who are facing the increased workload of **combining a career in research and providing care for children** and/ or other family members with a special focus on early-career researchers.

Diversity and Equal Opportunity

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. The CRC is committed to the implementation of the research-oriented **gender equality standards** of the DFG.

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.

Research integrity and good scientific practice

The CRC 1487 is fully **committed to** the DFG **Guidelines on the Handling of Research Data and the FAIR data principles** (Findability, Accessibility, Interoperability, Reusability). Furthermore, the CRC supports aspects of open science, including open access publications with documentation of methodology, open access software, and open access data. Scientific discussion within the CRC values the research carried out and ideas of the discussion partners, it is inclusive and scientific based.

Career Development

Supporting the advancement of early career researchers is an important goal of the CRC. This support aims at strengthening the team skills of the individuals which in turn enhances networking between all projects in the broad spectrum of the interdisciplinary research. This support focuses on scientists without permanent positions at all career stages, starting already at the student level. The early career support is provided by central offers from TU Darmstadt as well as by a specific support for and from members of the CRC.

[¹] Adapted by: SFB 754 Marine Sciences Kiel and Christian-Albrechts-Universität zu Kiel, Code of Conduct