

Department of Geological Sciences, East Carolina University

Statement of Non-Discrimination, Diversity, Inclusion, Equity, and Ethics

As members of a learning, teaching, research, and service department we, the faculty, staff, and students, strive to consciously promote and adhere to a social environment of diversity, inclusion, and equity for all, independent of skin color, race, ethnicity, gender, place of origin, age, religion, sexual orientation, gender identity, appearance, disability status, military/veteran status, nationality, political affiliation, political ideology, philosophical ideology, marital status, or family type.

We are committed to showing that we value, uphold, and honor equal opportunity, justice, and dignity for all and are acutely aware that in the U.S. the Geosciences are among the least diverse academic disciplines in the sciences. As such, we will work cooperatively toward a more diverse and inclusive learning-teaching-research-service community that will help us solve new problems following these principles:

- We oppose discrimination and are committed to fostering an environment of inclusiveness, openness, and dialogue that supports the nonaggressive exchange of ideas with all members in a civil manner.
- We stand against any form of oppression, discrimination, injustice, and implicit or explicit biases based on perceived differences or ideas of superiority, including, but not limited to racism, sexism, nationalism, chauvinism, and misogyny.
- We strongly uphold the right for all to work in a safe, supportive environment free of discrimination, recrimination, and retaliation. In doing so we honor trust, respect, equity, fairness, accountability, and justice.
- We condemn any form of bullying, micro-aggression, subtle hostility, exclusion, invisibility, unwanted physical contact, sexual harassment, sexual misconduct, violence, and all forms of discrimination in the classroom, laboratory, campus, field, office, and professional meetings whether face-to-face or virtual. Silence equals consent for discrimination.

To support the integration of these principles within our community, we will pursue the following actions:

- 1) Actively work to protect and promote the ideas, statements, principles, rules, regulations (PRRs), and guidance expressed in:
 - Department of Geological Sciences Code of Ethics and Professional Conduct
 - ECU and Office of Equity and Diversity:
 - *Commitment to Diversity, Equity, and Inclusion Guidelines* [[link](#)]
 - *Notice of Nondiscrimination and Affirmative Action Policy* [[link](#)]

- *Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence* [[link](#)]
 - Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation
 - Notice on Non-Discrimination, Harassment and Interpersonal Violence
 - *Religious Accommodations* [[link](#)]
 - *Mother's Retreat/Lactation Rooms* [[link](#)]
 - Geological Society of America on:
 - *Diversity in the Geosciences Community* [[link](#)]
 - *Removing Barriers to Career Progression for Women in the Geosciences* [[link](#)]
 - *Code of Ethics and Professional Conduct* [[link](#)].
- 2) Educate our fellow community members on the existence, nature, and consequences of implicit and explicit bias that inform and impact our perceptions and decisions.
 - 3) Create opportunities for community dialogue that allow for the sharing of experience and perspectives in a manner that builds understanding and empathy towards others who have had different experiences than our own.
 - 4) Maintain a willingness to engage in conversations with individuals without issuing judgement on attitudes, beliefs, or ideas that differ from our own.
 - 5) Speak up against and when we witness any form of discrimination.

There is no tolerance for those who engage in any form of discrimination, harassment, bullying, sexual misconduct, or sexual/gender bias in our community. We are committed to following through on available reporting mechanisms and consequences for those who violate ECU's policies.

For reporting of discrimination or harassment, please refer to PRRs listed above and direct your concern to the "*Report Concerns and Complaints*" form at: <https://oed.ecu.edu/report/>.

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