

## LPI Guiding Principles

The Linus Pauling Institute (LPI) community is committed to a welcoming and inspiring environment for all. We honor and affirm Oregon State University's [Code of Ethics](#), and further describe our shared expectations in the Guiding Principles outlined below. All LPI participants are held to these standards. Together we strive to:

- **Be friendly and patient.**
- **Be welcoming:** We cooperate to ensure a safe environment for all LPI members. We provide a harassment-free experience that welcomes and supports persons of all backgrounds and identities.
- **Be considerate:** Individual decisions often impact other community members; therefore, the consequences of your actions should be considered when making decisions. Our community's diverse personal and professional history must be honored through thoughtful communication and behavior that consider others' perspectives and needs.
- **Be generous:** LPI is a collaborative research community. As such, it is expected that faculty, staff, and trainees will share expertise in the form of training or collaboration. Equipment and resource sharing are expected, particularly if purchased or supported by LPI or OSU funds. No one individual "owns" a particular resource.
- **Be respectful:** Our community will sometimes disagree, as is expected within a vigorous academic research environment. At all times we expect interactions to remain constructive and free from disrespectful behavior, mannerisms, or attacks. Provide, expect and accept constructive criticism gracefully. Productivity depends on a supportive community. Do not insult or diminish other participants. In general, if someone asks you to stop, stop.
- **Seek to understand:** We strive to constructively resolve disagreements and differing views. Our diverse backgrounds and viewpoints contribute to the strength of our community. When disagreements or errors occur, we seek to understand the root cause rather than assume ill-intent or other motivation. We prioritize resolution to minimize harm to our community and projects.
- **Enhance integrity:** Where LPI activities and other conduct are not governed by specific policies or guidance, our conduct should model fairness, honesty, objectivity, and respect.

## Ethics Statement

All members of the LPI community are expected to abide by the highest ethical standards, in accordance with the NIH standards for ethical conduct (<https://oir.nih.gov/sourcebook/ethical-conduct>) and OSU Code of Conduct. Plagiarism and data fabrication will not be allowed. These and other ethics violations will be reported.

## Diversity Statement

We are committed to building a community where all are valued for their unique contributions and identities. We actively affirm the university's commitment to diversity, equity and inclusion, and we hereby pledge to enact this commitment as members of the LPI community (<https://diversity.oregonstate.edu/strategic-plan>).

## Informal Conflict Resolution and Reporting Issues

Where possible, LPI encourages community members to resolve difficulties directly with those involved. We also recognize that personal and professional identity, experience, roles and other factors may make direct resolution difficult or place undue burden on individuals within our community. As such, we encourage the use of existing university resources:

- Issues of child abuse/neglect, sexual and/or other types of harassment, bullying, retaliation, or discrimination should be reported to Equal Opportunity and Access (EOA) as quickly as possible.
- The Ombuds Office provides informal resolution options with confidentiality where not precluded by law, policy, or CBA.
- CAPS, Faculty Affairs, the Faculty Senate, Student Conduct, Student Services, and University HR provide counsel specific to their areas of expertise.
  - CAPS: Student mental health advising
  - Faculty Affairs and University HR: informal problem solving, interpersonal disagreements, employee behaviors and performance, organizational structure concerns
  - Faculty Senate: faculty mediators
  - Student Conduct: academic and behavioral student concerns, including academic dishonesty

### Support within LPI

Members of the Leadership Team Internal Advisory Committee (LTIAC) are points of contact for informal concerns or issues associated with LPI. The LTIAC members will be trained in the resources and services available at OSU in order to advise on LPI-specific matters. The LTIAC member may convene an ad hoc Support Committee to provide informal and confidential recommendations to support informal resolution, mentorship and support for interpersonal difficulties between LPI community members, if requested. The LTIAC and ad hoc Support Committee will maintain confidentiality as much as possible but may not be able to maintain confidentiality when certain matters (for example safety) are involved, or if a situation escalates.

Consultation with the LTIAC or ad hoc Support Committee does not constitute filing a formal grievance or otherwise impact employee rights under university policy and collective bargaining agreements.