

Kapheim Lab Code of Conduct

Written on 06 October 2018 by KMK with input from all lab members

Updated 29 August 2019 by KMK with input from all lab members

Reaffirmed 02 September 2021 by all lab members

Reaffirmed 08 September 2022 by all lab members (except MAH)

Reaffirmed 30 August 2023 by all lab members

Reaffirmed 26 August 2024 by all lab members (except RAW)

Reaffirmed 09 September 2024 by RAW

Reaffirmed 28 August 2025 by all lab members

In the Kapheim Lab, we strive to maintain a safe, collaborative, and positive environment that encourages professional, scientific, and personal growth. This requires that all lab members hold themselves and each other to the highest standards, as outlined below.

- We will be patient, kind, and trusting of one another.
- We will maintain open lines of honest communication.
- We will deliver feedback in a constructive manner, and be sensitive to how people prefer to receive that feedback.
- We will receive feedback with an open mind.
- We will follow safety protocols to the best of our ability in all situations.
- We will be personally accountable for maintaining a clean and organized workspace in the lab and office.
- We will promote inclusivity by being open to hearing out each other's ideas.
- We will view each other's differences as strengths.
- We will support diversity by drawing from each other's expertise, uniqueness, and background.