

## Plum Island Ecosystems Long-Term Ecological Research (PIE LTER) Site Principles of Community

The leadership of the PIE LTER value diversity and aim to promote a culture of interdisciplinary collaboration that is responsive to the needs of our multicultural and global society. We believe that diversity, equity, and inclusion are the foundation of effective teaching, learning, and training. Diversity is not only desirable, but also required, for advancing our understanding of the environment and arriving at solutions that allow science to more effectively serve humanity.

The PIE LTER includes investigators, staff, and students from many different institutions. Much of the research for the PIE LTER and related projects takes place in the field where investigators and students are away from their home institutions. Therefore, it is important that we all share common values and agree to a common set of *Principles of Community* to foster the best possible working and learning environment. Adopting these principles helps assure that we are all committed to promoting and maintaining a culture that supports every person in an atmosphere of mutual respect, cooperation, professionalism, and fairness. This requires awareness and active participation by every member of our community. Anyone using PIE LTER facilities or interacting with members of the PIE LTER team is expected to practice and adhere to these basic principles, both as individuals and in groups.

- We welcome and celebrate cultural diversity, and we recognize and honor this diversity as vital to the excellence of our community.
- We value each member of the PIE LTER community for their individual and unique talents, we applaud all efforts to enhance the quality of community, research, and education, and we recognize that each individual's effort is vital to achieving our individual and collective goals.
- We sustain each individual's rights to dignity and civility, and we strive individually and collectively to make the PIE LTER an inclusive environment marked by mutual respect.
- We seek to foster understanding and tolerance among individuals and groups, as well as actively promote awareness through education and constructive strategies for resolving conflict, acknowledging that our society carries historical and divisive biases.
- We commit to maintaining the highest standards of civility and decency toward all, to promoting and supporting a community where everyone can work and learn together in an atmosphere free of abusive or demeaning treatment, and to the enforcement of policies that promote the fulfillment of these principles.
- We uphold that the responsibility for opposing negative behavior lies with all members of the community whenever they encounter such behavior. We reject all acts of harassment, discrimination, bigotry, or other harm to individuals by anyone in our community on the basis of race, color, religion, religious creed, genetic information, sex, gender identity, sexual orientation, age, national origin, ancestry, and socio-economic, veteran, or disability status.

- We affirm the right to freedom of expression and encourage a culture of dialogue, understanding, and civility in all interactions. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, confidentiality, and respect.
- We champion civic engagement and environmental stewardship, and recognize our responsibility, individually and collectively, to give of our time, abilities, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

These Principles of Community accompany the Marine Biological Laboratory's policy on Unlawful Harassment, which also must be read and acknowledged by everyone using PIE LTER facilities and all members of the PIE LTER team. The Unlawful Harassment policy contains the steps to be taken if you experience or witness harassment.