

THE UNIVERSITY SEMINARS *at* COLUMBIA UNIVERSITY

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The University Seminars Code of Conduct

The University Seminars are based on the idea that all participants are regarded as equals in inquiry. Accordingly, all seminar meetings and events should be conducted on a basis of mutual respect among all participants. This norm is especially applicable to instances of sharp disagreement. No participant should ever be the subject of disparaging remarks.

To fulfill our mission and enact our values of free inquiry, collaboration, openness, and equity, we call upon our community to support these values in judgment and in action. Seminar members and guests are expected to participate in seminar meetings with integrity and the highest standards of professionalism. Meetings and events should provide an inclusive environment where all participants treat each other with respect and consideration. Disruptive behavior, whether during seminar meetings or during seminar dinners, are unacceptable.

Further, Columbia University is committed to providing an environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of its members. All employees, students, contractors and people conducting business with the University are protected from prohibited conduct as outlined in the University's [OIE Policies & Procedures](#).

The Executive Committee of the University Seminars reserves the right to impose appropriate sanctions, up to and including suspension of member privileges or termination of membership and/or administrative responsibilities.

Some specific examples of behaviors that are unacceptable during University-sponsored programs or activities include, but are not limited to:

- engaging in biased, demeaning, intimidating, coercive, harassing, or hostile conduct or commentary, on the basis of age, alienage or citizenship status; arrest or conviction record; caregiver status; color; credit history; creed; disability; familial status; gender (sex); gender identity; genetic predisposition or carrier status; lactation accommodation; marital status; national origin; pregnancy; race; religion; salary history; sexual or reproductive health decisions; sexual orientation; status as a victim of domestic violence, stalking, or sex offenses; unemployment status; veteran or active military status; or any other protected characteristic as established by law.
- retaliation against reporting of conduct concerns or assisting in conflict resolutions.

- engaging in any of the above behaviors in an online platform (e.g., Zoom.)
- engaging in any of the above behaviors in any written or verbal correspondence (e.g., email; phone.)

Please note that the University's OIE Policies & Procedures also govern the conduct of third parties that occur on any University campus, in connection with University-sponsored programs or activities (including business travel,) and/or University-sponsored programs or activities occurring in an online format (e.g., Zoom.)

Reporting

The University Seminars strongly encourages anyone who has experienced, witnessed or become aware of conduct that violates The University Seminars Code of Conduct or Columbia University's policies to come forward promptly.

If you believe you have been subjected to, witnessed, or otherwise learned of conduct that violates our Code of Conduct or the University's policies, The University Seminars encourages you to either contact the chair of the respective seminar or the Director of The University Seminars, Susan Boynton, at slb184@columbia.edu or by phone at 212- 854-2389. You can also report the incident using any of the means listed below.

- Filing an online report with OIE.
- Contacting OIE via email at institutionalequity@columbia.edu or by phone at 212-854-5511.
- Contacting the University's Title IX Coordinator via email at titleix@columbia.edu or by phone at 212-843-1276.

Immediate Assistance

Should you need immediate assistance while on any University campus, please contact:

- Public Safety: 212-854-2797 (Morningside Main line)
- 212-854-5555 (Morningside Emergency line)
- 212-853-3301 (Manhattanville Main line)
- 212-853-3333 (Manhattanville Emergency line) |
- 212-305-8100 (CUIMC Main line)
- 212-305-7979 (CUIMC Emergency line)

- 845-359-2900 (LDEO Safety / Security Office)

Additional Resources

Columbia University is committed to providing an accessible and welcoming environment for faculty, staff, students, guests, visitors, and members of the public, and it encourages individuals with disabilities to participate in its programs and activities. Individuals with disabilities who anticipate needing accommodations or who have questions about physical access may contact the Office of Disability Services at disability@columbia.edu or by phone at 212-854-2388.

Please note that all University faculty members, staff members and administrators, except for those working in a confidential capacity, who learn of suspected instances of discrimination, harassment, or gender-based misconduct have a duty to report the information to OIE or Student Conduct.