



CODE OF CONDUCT FOR GOOD COEXISTENCE AT INc-UAB

To ensure that INc-UAB research groups are a comfortable and respectful work environment, we have established some recommendations that all members should follow.

These guidelines include some general considerations, complementary to the [UAB Normative and Regulatory Framework for Research Activities](#), which describes, among others, the *Code of Good Practices in Research* and the *Good Practices in the PhD*, and the [Plan of Action for Gender Equality at the UAB](#).

PERSPECTIVE OF GENDER-IDENTITY/SEXUAL ORIENTATION-ETHNICITY

01

Respect everyone's private matters and avoid asking questions about topics they may not want to share.

02

Avoid making sexist, homophobic, transphobic comments, or remarks related to ethnicity, beliefs, or preferences of any team member at all times.

03

Refrain from constantly inviting someone to social activities outside of work if they have previously indicated that they do not want to participate.

04

Avoid unwanted or unnecessary physical contact or excessive physical proximity with your colleagues.

05

Do not exclude or limit the work of any team member because they belong to a minority.

06

Never devalue or ignore the contributions of any team member because they belong to a minority.

WORK PERSPECTIVE

01

Students and trainees must be fully integrated into the project assigned and assume the commitments entrusted to them, dedicating the necessary resources and time within what is reasonable for their situation and dedication to the project.

02

Plan experiments on weekdays and avoid systematically scheduling them during holiday periods.

03

Do not ask for services outside regular working hours or on weekends just because they are cheaper during those times.

04

Whenever possible, plan thesis writing while the student still has a work contract.

05

Supervisors should meet with students regularly to improve the planning and focus of the student's research.

06

Respect working hours and do not habitually ask any group member, regardless of their position, to be available outside these hours.

WORK PERSPECTIVE

07

Task distribution in the laboratory should be equitable among the different group members, according to their capabilities and responsibilities.

08

The supervisor and all group members should communicate with colleagues and students considerately, in a friendly manner, and without using verbal violence or threats.

09

Avoid actions that hinder or delay colleagues' work.

10

Strive to communicate effectively with all team members and do not exclude any minority.

11

Project leaders must inform the rest of the team about the content and prospects of the research project they are involved in.

12

All the staff involved must contribute to the achievement of the objectives of the research project to which they were assigned.

WORK PERSPECTIVE

13

Respect and enforce the rules of good ethics in research and publication.

PERSPECTIVE OF LABOR SAFETY

01

Provide the necessary information and equipment to work safely.

02

Before working with a new technique, receive the training or safety certification required by the institution.

03

Always work under safe conditions and ask workmates to follow safety rules.

04

Supervisors should encourage attendance at training courses to work more safely.

05

Ensure that team newcomers receive and read the basic safety information of the unit or laboratory in which they will be working.