

# HLLC Code of Conduct

## *How to Be*

HLLC is dedicated to building and sustaining a vibrant collaborative community free from all forms of harassment for everyone regardless of social status, age, body size, ability, ethnicity, gender, gender identity and expression, origin, physical appearance, sexual orientation, race, or religion and inclusive of all people. Actions you can take will help us protect and nourish these values. For instance, we suggest:

- listening as much as you speak, and remembering that community members may have expertise of which you are unaware;
- using welcoming language, for instance by using an individual's stated pronouns and favoring gender-neutral collective nouns ("people," not "guys");
- encouraging and yielding the floor to those whose viewpoints are under-represented in a group;
- accepting critique graciously and offering it constructively; giving credit where it is due; staying alert, as Active Bystanders, to the welfare of those around you.

It is important to understand the range of behaviors that may constitute harassment.

Harassment can include unwelcome or offensive verbal or written comments or nonverbal expressions, used in person or online, in private or in public. Harassment can include but is not limited to: derogatory verbal comments; sexist, racist, or otherwise discriminatory jokes and language; unwelcome or offensive nonverbal expressions related to physical or cognitive ability, age, appearance, or body size; bullying behavior; deliberate intimidation; stalking; harassing photography or recording; sustained disruption of other participants; and unwelcome sexual attention.

This code is not intended to constrain responsible discourse and debate. We welcome engagement with difficult topics, practiced with respect and care. We also recognize that codes of conduct such as these often function to accuse Black, Indigenous and LatinX people—especially Black and Brown women—of “threatening” and/or “intimidating” behavior in public spaces. HLLC’s effort to value the contributions and participation of all our attendees means that the weaponization of this code to deride, silence, and police BIPOC participants will also be considered a violation of this code.



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## **Cultivating an Inclusive and Respectful HLLC Community**

We, the members of the Honors Living Learning Community Cohort, commit to upholding a standard of behavior that fosters a respectful, inclusive, and intellectually stimulating environment. Our collective commitment to these principles will contribute to a vibrant and enriching community experience for all. This dedication extends to all individuals, transcending distinctions of social status, age, ability, ethnicity, gender, gender identity and expression, origin, physical appearance, sexual orientation, race, or religion. Our aspiration is to create an encompassing space where everyone finds belonging.

Your active engagement is pivotal in safeguarding and nurturing these core principles. We offer the following suggestions:

**Balanced Listening and Speaking:** Strive to listen as attentively as you speak, recognizing that each community member may bring unperceived expertise to the discourse.

**Welcoming Language:** Employ language that embraces diversity and affirms individual identity, including the use of correct pronouns. Embrace gender-neutral collective nouns, opting for terms such as "people" over exclusive alternatives.

**Amplifying Underrepresented Voices:** Advocate for and offer space to viewpoints that might be underrepresented in a group, creating a platform for diverse perspectives.

**Constructive Engagement with Critique:** Embrace criticism with grace and provide it constructively. Acknowledge and attribute contributions fairly. As "Active Bystanders," remain vigilant to the well-being of those in your vicinity.

By adhering to these practices, we jointly forge an environment that encapsulates the values we hold dear in the HLLC. Our collective effort enhances our intellectual and communal pursuits, fostering a rich tapestry of ideas, experiences, and personal growth.



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## **1. Respect and Inclusion**

We value the diversity of backgrounds, beliefs, and perspectives within our community. We commit to treating every member with respect, regardless of differences, and creating an inclusive atmosphere where everyone feels welcomed, heard, and valued.

## **2. Academic Integrity**

We uphold the highest standards of academic integrity. Plagiarism, cheating, and any form of dishonesty are unacceptable. We strive for originality, proper citation, and the fair use of others' work, both in our studies and collaborative projects.

## **3. Responsible Citizenship**

We recognize our role as responsible citizens, both within our living community and in the wider world. We commit to being accountable for our actions, practicing good communication, and addressing conflicts constructively. We actively engage in discussions about social, ethical, and global issues.

## **4. Collaborative Learning**

We embrace a spirit of collaborative learning and intellectual curiosity. We share knowledge, insights, and skills to foster an environment where everyone can thrive academically. We seek opportunities to learn from one another and challenge each other's ideas respectfully.

## **5. Personal Accountability**

We take ownership of our commitments and responsibilities. We attend meetings, classes, and events punctually, and we fulfill our obligations to the community and our academic pursuits. If circumstances arise that may affect our participation, we communicate promptly and effectively.

## **6. Health and Well-being**

We prioritize our mental, emotional, and physical well-being. We encourage one another to maintain a balanced lifestyle, offering support and resources when needed. We promote a culture that reduces stigma around seeking help and prioritize self-care.



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## 7. Privacy and Consent

We respect everyone's right to privacy and personal boundaries. We obtain consent before sharing personal information and consider the impact of our actions on others' comfort and security. Cyberbullying, harassment, and invasion of privacy will not be tolerated.

## 8. Environmental Stewardship

We are mindful of our environmental impact. We strive to reduce waste, conserve resources, and contribute positively to the sustainability of our living environment. We encourage eco-friendly practices and responsible consumption.

## 9. Reflection and Growth

We embrace a culture of continuous reflection and personal growth. We are open to feedback from peers, mentors, and the community to improve ourselves and our interactions. We recognize that making mistakes is an opportunity for learning and improvement.

## 10. Upholding the Code

We pledge to hold ourselves and our fellow community members accountable to this Code of Conduct. If we witness behavior that contradicts these principles, we will address it respectfully and seek appropriate channels for resolution.

By abiding by this Code of Conduct, we affirm our dedication to creating an enriching and supportive living and learning environment for ourselves and our peers. Together, we will foster a community where everyone can thrive intellectually, personally, and socially.

*This Code of Conduct is subject to periodic review and may be updated to reflect the evolving needs and values of the Honors Living Learning Community.*

## Harassment Prevention and Reporting

In the Honors Living Learning Community (HLLC), we uphold a zero-tolerance stance towards any form of harassment directed at our community members. If you find yourself subjected to



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harassment, observe such behavior towards others, or harbor concerns of any nature, we encourage you to take appropriate action.

Participating individuals engaged in HLLC discussions, classes, events, or forums, whether online or in person, including HLLC-sponsored social gatherings, are expected to immediately comply when asked to cease any harassing or intimidating conduct. Adherence to this expectation is pivotal in maintaining the integrity of our community interactions.

In cases of violation of our Code of Conduct in academic spaces or meetings, organizers hold the prerogative to issue warnings or, if necessary, to expel individuals from the event. Deans have the discretion to warn and expel any scholar from the program whose actions violate HLLC Codes of conduct. Should you feel secure in directly addressing the instigator of harassment or if you prefer to collaborate with a colleague, you are welcome to do so.

For those seeking further recourse, you can contact **Dean Timothy K. Eatman** via email at [tim.eatman@rutgers.edu](mailto:tim.eatman@rutgers.edu). One may also feel free to contact university resources. There are a variety of resources for individuals to pursue if you feel that you are a witness to or the target of bias or harassment of any kind. Please see selected resources below:

- [Title IX](#)
- [Violence Prevention and Victims Assistance](#)
- [Intercultural resources](#)

A dedicated HLLC staff member will diligently collaborate with you to explore possible resolutions. We assure you that your wish for confidentiality will be respected.

We deeply value your contributions to our community in a constructive manner and extend our gratitude for your vigilance in upholding the safety and well-being of all within the HLLC. This framework underscores our unwavering commitment to fostering an environment where each member can thrive intellectually and personally while feeling secure and respected.

