**Honey Bee Lab Code of Conduct**

Participants in any Bee Lab programming are subject to the observance of the organization’s policies and procedures.

The Bee Lab is dedicated to providing a safe, hospitable, and productive environment for everyone attending our events, regardless of ethnicity, religion, disability, physical appearance, gender identity, or sexual orientation. A community where people feel uncomfortable or threatened is neither healthy nor productive. Our policy applies to attendees, staff, students, volunteers for events and event-related planning at our lab, and when lab members act as representatives of the lab on or off campus.

Participants at any Bee Lab event are expected to follow the safety guidelines for handling colonies as directed by the staff members of the Bee Lab. In addition, all people at the bee lab are expected to communicate openly with respect and consideration for others, valuing a diversity of views and opinions. This includes avoiding personal attacks. We ask all to be mindful of your fellow participants and please alert staff if you notice a dangerous situation or someone in distress.

The activities outlined below are strictly prohibited. Any participant or staff member who violates this Code is subject to discipline, up to and including removal from the event:

* Abusive language towards any member, volunteer or participant. No hate speech, racism or vulgar language towards any student, volunteer or participating beekeepers.
* Possession or use of alcoholic beverages or illegal drugs at labs events or reporting to the event while under the influence of drugs or alcohol.
* Bringing onto campus any dangerous or unauthorized materials such as explosives, firearms, weapons or other similar.
* Discourtesy or rudeness to a fellow participant, staff member or volunteer. Verbal, physical or visual harassment of another participant, staff member or volunteer.
* Intimidating, disorderly or disruptive behavior. Actual or threatened violence toward any individual or group.
* Conduct endangering the life, safety, health, or well-being of others.
* Bullying or taking unfair advantage of any participant.
* Smoking in any form

**Want to file a complaint, have questions, or need assistance?**

All reports are taken seriously and will be investigated. They will be kept confidential to the extent possible. You may choose to submit an anonymous report. Please note that while we will keep track of anonymous reports, we cannot take action on a single anonymous report without further corroboration. We will gather all relevant details and information (verbal or written) from the reporter, the target (if they are not the reporter), and witnesses. Please note that investigations may extend beyond the end of the meeting. The outcomes of investigations and subsequent sanctions will not be made public; however, those reporting incidents may request to be informed of the outcome. In addition to the actions that may be taken at meetings (as described above), violators of the code of conduct will receive written documentation of the actions taken at and following the meeting.

Please contact Brock Harpur at 765 772 8430 (**bharpur@purdue.edu**) or Cate Hill (**hillca@purdue.edu**)