**Climate Document/Code of Conduct**

**Department of Philosophy, Temple University**

The department of philosophy is an academic community, and as such its members are committed to academic freedom. It is also an ethical community in which certain key values and commitments should be respected and promoted, so that all can pursue their academic goals. In all their professional interactions and relations, faculty and students are responsible for:

* Treating others fairly, equitably, and with dignity;
* Respecting people’s intellectual autonomy and right to form their own views;
* Accepting that academic philosophy comprises several different traditions, approaches, and methods;
* Maintaining integrity and trust in all professional commitments and interactions;
* Making sure that seniority and/or power do not become reasons for being inattentive to the values just mentioned.

**Bullying and Harassment**

Bullying or harassment is not accepted in this department. It is harmful, disrespectful, and unprofessional, and undermines individuals’ ability to perform well. Activities of this kind include verbal aggression; calling someone derogatory names or using derogatory stereotypes to describe them; cyber-bullying; stalking; spreading malicious rumors; subjecting an individual to repeated, unsolicited criticism, except when clearly limited to a matter of scholarly dispute; subjecting a person to public ridicule; sabotaging a person’s work; silencing or deliberately failing to recognize someone’s existence or dignity, for example by persistently refusing to greet them; and other hostile conduct that diminishes the capacity of its target to function effectively as a student or scholar. Temple’s Office for Equal Opportunity Compliance offers resources, guidelines, and support in cases of bullying and harassment.

**Sexual Harassment**

Sexual harassment is a serious violation of professional ethics and should be treated as such by members of this department. It is also covered by Title IX regulation, protecting individuals from discrimination based on sex in education programs and informing Temple University’s policies on preventing and addressing discrimination and harassment, as well as sexual harassment specifically. Unwanted sexual advances, quid pro quo requests for sexual favors, or sexually directed remarks constitute sexual harassment. Sexual harassment is of a particularly serious nature when enduring or involving the abuse of power.

**Discrimination**

The department rejects as unacceptable all forms of discrimination based on race, color, religion, veteran status, socioeconomic status, ethnicity, political convictions, national origin, sex, disability, sexual orientation, gender identification, or age, whether in appointments, graduate admissions, retention, promotion and tenure, manuscript evaluation, salary determination, or any other academically related activities in which members of the department characteristically participate. Temple’s Office for Equal Opportunity Compliance offers resources, guidelines, and support in cases of discrimination.

**Responsibility of Faculty to Students**

Students should be treated with dignity and respect. Their right to cultivate and exercise intellectual autonomy should be respected. Every student should be offered fair educational opportunities. Favoritism of any kind undermines trust and is unfair. Faculty should try to become aware of implicit biases and strive to overcome them. Syllabi and classroom environments should encourage participation, intellectual curiosity, and be mindful of individual differences and sensitivities. Sensitive information about students should be treated with confidentiality and respect. In cases when students seem to need psychological or other kinds of support, faculty should offer guidance regarding relevant campus resources and authorities and, in sufficiently serious circumstances, notify the appropriate campus authorities. Teaching assistants and research assistants should not be exploited but be provided with adequate guidance and evaluation. Except in cases of being unable to do so, faculty should be open to writing well-informed and judicious letters of recommendation while offering general advice on application writing and application procedures.

**Responsibility of Students**

Students should treat each other and faculty with dignity and respect. They should refrain from actions involving discrimination, bullying (including cyber-bullying), or harassment. They should strive to be guided by standard norms of professional conduct.

**General Remark**

In general, the department recognizes that building and maintaining a good climate depends on the good will of every person involved. Such good will is displayed through the commitment to all the above-mentioned principles. However, it is also displayed in a variety of less formal ways. As a community, the department thrives when people participate in activities relevant to the functioning of the institution as a whole, maintain friendly relations with both students and faculty alike, and respect their individuality.