

Appendix IV: Standards of Conduct

The Graduate School requires that faculty, students, and staff abide by fundamental standards of conduct expected of the members of the graduate and medical college community in their interactions with each other. Membership in the Graduate School community for students is more than an academic commitment; it connotes a willingness by the student to act as a responsible professional. Inherent in the concept of a scientific professional is an underlying integrity and ethical foundation that defines the tone and culture of the trainer-learner environment at the Graduate School.

The Graduate School's standards of conduct also enable students to begin to encounter and wrestle with the difficult moral and ethical questions that arise continuously throughout one's professional career. In this capacity the standards of conduct promote expected behaviors, challenge unprofessional behaviors, and educate students, as well as faculty, to confront these challenges.

It shall be the responsibility of the students of the Graduate School to uphold the integrity and ethical standards of the community to the fullest extent possible. The standards of conduct listed below set forth general responsibilities of students. The full range of responsible conduct cannot be set forth in any policy document. Accordingly, students should view these enumerated responsibilities as an illustration and should strive to comply with both the letter and the spirit of these standards of conduct.

This section also describes the guidelines and policies that will apply when there has been a failure to comply with the standards.

Student Responsibilities/Honor Code

In order for students to be permitted to continue their studies at the Graduate School, students must demonstrate a range of skills and abilities, such as professionalism, maturity, good judgment, a sense of responsibility and morality, the ability to synthesize and apply knowledge, and evidence that they are capable of becoming effective scientists. Students must take responsibility for their own behavior, work effectively with others and maintain high quality work standards, honesty, and integrity, including specifically the integrity of the content of the academic work they perform and produce, including examinations, publications, reports and oral presentations.

Students must demonstrate professionalism. Weill Cornell defines professionalism as competency in the following domains: responsibility, self-improvement, relationships with research teams, and integrity in research conduct and dissemination.

1. Responsibility, integrity and ethics
 - Attendance at required classes
 - Reliable, timely performance of educational and research responsibilities
 - Accurate, honest reporting of information
 - Personal comportment: hygiene and conduct
2. Self-Improvement
 - Accepting constructive criticism
 - Modifying behaviors appropriately
3. Relationships with colleagues, research teams and systems
 - Respect for and cooperation with all colleagues
 - Appropriate use of medical college and institutional resources
4. Accountability, responsible for ethical, honest, reliable, diligent, honorable, and virtuous actions

towards others and reflecting core values of the institutions to foster inclusion and belonging

Any conduct unbecoming of a student at the Graduate School, including and not limited to the following bullet points, which are examples of conduct that are not suitable for students at the Graduate School:

- knowingly or carelessly representing the work of others as one's own.
- using or giving unauthorized assistance in any academic work.
- restricting the use of material used to study in a manner prejudicial to the interest of other students.
- purposely misleading or give false information, including falsifying or fabricating information or data.
- cheating or otherwise committing a breach of academic and/or professional integrity.
- repetitively or egregiously failing to fulfill professional requirements and responsibilities.
- committing an act of physical abuse or violence of any kind.
- sexual or other prohibited forms of harassment.
- sharing confidential, inappropriate, unauthorized or copyrighted information (including but not limited to photos, images, text or video) on the internet or any form of electronic media
- repetitively or egregiously failing to fulfill professional requirements and responsibilities of a laboratory rotation or role
- committing an act of physical abuse or violence of any kind, or use of threats of violence of any kind
- disorderly and/or obscene conduct on campus or its affiliates.
- bullying (including but not limited to verbal, physical force or the use of electronic technology) which deliberately seeks to harm or humiliate another student, faculty, lecturer, or administrative staff.
- obstructing, harassing or interfering with teaching or program administration; including the use of information and communication technologies as a means of intimidation, harassment or unwarranted interruption.
- inappropriate use of institutional resources in a non-inclusive manner or for non-student related purposes. Specifically, student organizations and groups cannot use an individual's protected status as the basis to exclude them from group activities (i.e., age, race, ethnicity, creed, color, national origin (including shared ancestry), sexual orientation, military status, political affiliation, sex, gender identity or expression, disability, predisposing genetic characteristics, familial status, marital status or other protected status), except as permitted by Graduate School or university policy in accordance with federal law
- unauthorized entry to or use of Weill Cornell or its affiliates.
- theft of or negligent damage to Weill Cornell or its affiliates.
- being repeatedly absent, unexcused, from a required course, or laboratory activities; or
- failing to respond in a timely way to communications (phone calls, emails or other correspondence) from the administration, faculty, course leadership or their representatives
- failure to comply to with any lawful directive of a university or WCM official within the scope of that person's duties or employment or any policy or rule that has been duly promulgated by the university, WCM, or the Graduate School thereof.

A student, or group of students, knowing of any situation in which a violation of any of the standards of conduct set forth above may have occurred is responsible for providing any such information in writing to the Dean of the Graduate School. Faculty are similarly required to

report a violation to the Dean of the Graduate School. Students and faculty may also inform the Trainer Learner Committee, the Office of Institutional Equity, the Student Ombudsperson, the Program Director or Program Chair, or the anonymous Cornell hotline. Each student shall be bound by standards of conduct described above and shall be presumed to be familiar with the above provisions.