

## **Creating a More Welcoming and Inclusive Community: Expectations for Faculty in the College of Sciences**

Georgia Tech College of Sciences Task Force on Racial Equity

As emphasized in our [strategic plan](#), the College of Sciences at Georgia Tech seeks to foster a welcoming and inclusive community. We believe that an environment where all members of our community are respected will best enable us to achieve our educational and research objectives.

Whether explicitly acknowledged or not, faculty members often hold considerable power over other members of our community, including undergraduates, graduate students, staff and postdocs. And senior faculty hold considerable power over junior faculty. As such, certain behaviors – whether deliberate or unintentional – have a much larger effect when they come from faculty. We expect all faculty members:

1. to treat all members of our community with the utmost respect in person and online;
2. to refrain from any unwanted sexual attention or harassment;
3. to refrain from discrimination based on race, gender, sexual orientation, disability status, or any other characteristic unrelated to job performance;
4. to be sensitive and understanding toward all members of our community;
5. not to force subordinates (e.g., graduate students) to perform work outside the boundaries of normal educational and research activities;
6. not to show favoritism or withhold resources from subordinates for arbitrary reasons;
7. to intervene and report cases in which other faculty violate these guidelines.

Our community can achieve its fullest potential only when every member receives the support and encouragement needed to perform their job at the highest level. We expect faculty to foster an environment where all members of the community can flourish.