

COUNCIL ON UNDERGRADUATE RESEARCH (CUR)

CODE OF CONDUCT

1. PURPOSE AND SCOPE

The Council on Undergraduate Research (CUR) is committed to fostering a professional, inclusive, and respectful community that supports the advancement of undergraduate research.

This Code of Conduct outlines expectations for all individuals engaging with CUR, including members, volunteers, staff, program participants, event attendees, awardees, and partners. It applies to all CUR-related activities, including events, meetings, programs, online spaces, and any context in which individuals are representing or engaging with CUR.

2. EXPECTED BEHAVIOR

All participants are expected to:

- Engage in professional, respectful, and courteous interactions
- Contribute to a welcoming, inclusive, and collaborative environment
- Value diverse perspectives, experiences, and identities
- Communicate openly and constructively, even when perspectives differ
- Act with integrity and in alignment with CUR's mission and values

3. PROHIBITED BEHAVIOR

CUR does not tolerate behavior that is inconsistent with its commitment to a professional, inclusive, and respectful community. Prohibited behavior includes, but is not limited to:

- Harassment, discrimination, or exclusionary conduct based on race, ethnicity, gender, gender identity, sexual orientation, disability, religion, national origin, age, or other protected characteristics
- Bullying, intimidation, threats, or personal attacks (verbal, written, or physical)
- Disruptive behavior that interferes with CUR events, programs, or community engagement
- Inappropriate or non-consensual use of images, recordings, or personal information
- Use of CUR platforms for unauthorized solicitation, promotion, or commercial activity
- Retaliation against individuals who raise concerns or report violations

4. REPORTING CONCERNS

CUR encourages individuals to report behavior that may violate this Code of Conduct.

Reports may be submitted via email to the [CUR Executive Officer](#) or through designated reporting channels for specific programs or events. Reports involving the Executive Officer should be submitted to the CUR President.

CUR will make every effort to:

- Respond in a timely and appropriate manner
- Maintain confidentiality to the extent possible
- Review concerns impartially and respectfully

While CUR is committed to fostering a professional, inclusive, and respectful community, it is not a legal or adjudicating body. As such, CUR's ability to investigate and enforce outcomes is limited to actions within its organizational scope, including participation in CUR membership, programs, events, and volunteer roles.

If you are experiencing a situation that involves an immediate threat to your safety or the safety of others, please contact local law enforcement or appropriate emergency services.

Additional information regarding reporting options, review processes, and procedures is available in [CUR's Reporting and Complaint Procedures](#).

5. ENFORCEMENT AND ACCOUNTABILITY

CUR reserves the right to take appropriate action in response to violations of this Code of Conduct. Actions may include, but are not limited to:

- Verbal or written warnings
- Removal from events, programs, or online spaces
- Suspension or termination of volunteer roles
- Revocation of membership or future participation privileges

All reports will be reviewed and addressed in alignment with CUR policies and procedures.

6. NON-RETALIATION

CUR prohibits retaliation against any individual who reports a concern in good faith or participates in the review of a complaint. Retaliation will be treated as a violation of this Code of Conduct.

7. ADDITIONAL GUIDELINES BY CONTEXT

The following guidelines provide additional expectations for specific contexts in which individuals engage with CUR.

A. MEMBERSHIP

CUR members are part of a professional community committed to advancing undergraduate research. Membership carries an expectation of active, responsible engagement that supports CUR's mission and values.

Members are expected to:

- Engage with CUR programs, resources, and community spaces in a professional and respectful manner
- Contribute to a welcoming and inclusive community that fosters belonging
- Use CUR membership benefits, platforms, and communications responsibly and in alignment with CUR policies
- Represent CUR in a positive and professional manner when identifying as a member
- Uphold the integrity of CUR programs, awards, and opportunities by adhering to established guidelines and expectations

CUR reserves the right to suspend or revoke membership for behavior that violates this Code of Conduct, [membership terms and conditions](#), or other CUR policies.

B. EVENTS AND PROGRAMS

Participants in CUR events and programs are expected to:

- Conduct themselves professionally and ethically
- Engage respectfully with speakers, participants, and staff
- Avoid disruptive behavior during sessions or activities
- Refrain from harassment, discrimination, or inappropriate conduct in any format (in-person or virtual)

CUR reserves the right to remove individuals from events without refund if behavior violates this Code of Conduct, [event policies and procedures](#), or other CUR policies.

C. ONLINE COMMUNITY FORUMS

CUR's online spaces are intended to foster constructive dialogue and knowledge sharing.

Participants are expected to:

- Engage in respectful, professional discussions
- Avoid personal attacks, inflammatory language, or harassment
- Refrain from posting promotional or commercial content outside designated channels
- Share information responsibly, with attention to accuracy and attribution

CUR reserves the right to remove content or restrict access for violations of Code of Conduct, [CUR online community forum rules and etiquette](#), or other CUR policies.

D. SOCIAL MEDIA ENGAGEMENT

Individuals engaging with CUR through social media are expected to:

- Represent CUR's mission and values in a professional and respectful manner
- Be clear when expressing personal views versus representing CUR
- Ensure shared content is accurate and appropriately attributed
- Respect privacy, intellectual property, and community standards
- Refrain from posting content that is discriminatory, harassing, or politically partisan on behalf of CUR, in alignment with CUR's 501(c)(3) status

E. VOLUNTEERS AND LEADERS

Volunteer leaders play a key role in representing CUR and supporting its mission.

In addition to this Code of Conduct, volunteers are expected to:

- Adhere to CUR volunteer policies, including confidentiality and conflict of interest expectations
- Act in the best interest of the organization and its community
- Uphold professional standards in all CUR-related activities

Additional expectations for volunteer leaders are outlined in the [CUR Volunteer Leadership Handbook](#).