



SPDC Community Code of Conduct

The School of Planning, Design and Construction (SPDC) is committed to fostering a respectful, inclusive, and innovative environment where all members can thrive. This Code of Conduct builds on the 2020 version and aligns with university-wide best practices to promote integrity, collaboration, and accountability in all professional, academic, and community interactions.

Mission and Purpose

Our mission is to advance knowledge, prepare innovative leaders, and support the practice of planning, design, and construction. A positive, equitable climate that prioritizes mutual respect is essential to advancing this mission. We achieve our mission by embodying SPDC's core values and celebrating those who contribute to a culture of integrity and excellence.

Environment

A healthy environment depends on both the spaces we share and the relationships we build within them. Clean, accessible, and welcoming physical and virtual spaces demonstrate respect for diverse needs and abilities, while a supportive social climate fosters respect, empathy, and belonging.

Behavior

We act with civility, honesty, and professionalism in all interactions. We treat others with courtesy regardless of differences, listen to understand, and remain open to diverse opinions. We acknowledge that mistakes occur and commit to taking responsibility, making amends, and learning from them. We will not blame, shame, or engage in ad hominem attacks, and we reject all forms of discrimination, harassment, and microaggressions. We use authority responsibly, model ethical behavior, and maintain transparency in our actions and decisions.

Communication

We foster open, respectful communication that supports intellectual freedom and professional collaboration. We avoid assumptions, maintain confidentiality, and respect personal boundaries. Professional communication will be constructive in intent and inclusive in language. We value honesty and transparency in communication and commit to clarity in policy implementation and accountability for our words and actions. Feedback is welcomed as a tool for growth, and we will listen empathetically before responding.

Conflict Resolution

We distinguish intellectual disagreement from interpersonal conflict and address both with professionalism and respect. Conflicts should be handled promptly, fairly, and constructively, using restorative or alternative-resolution approaches whenever possible. Members of the SPDC community are encouraged to speak up respectfully when behaviors conflict with our shared values.



Persistent, severe, or retaliatory conduct may warrant formal action under university policies. No one will face retaliation for raising concerns or seeking assistance.

Equity and Belonging

We commit to creating a community where everyone feels valued and included. We seek out opportunities to learn, engage, and grow in cultural awareness. We respect diversity in identities, abilities, and perspectives, and take active steps to remove barriers to participation. We advance fairness and opportunity for all.

Professional Growth

SPDC fosters lifelong learning, mentorship, and mutual growth across all levels. We share experiences, celebrate accomplishments, and offer constructive feedback to help one another succeed. Collaboration and disciplinary diversity are valued as essential to innovation and excellence. We act with transparency and accountability in our decision-making and communication. Recognizing power imbalances, we work to ensure equitable opportunities for all. A culture that supports personal well-being and work-life balance is fundamental to sustained professional growth.

Accountability and Renewal

Each member of SPDC is responsible for upholding this Code and helping others do the same. We encourage reflection and feedback to continually improve this document and our shared culture. This Code will be reviewed every five years or as needed to align with emerging best practices.