

Statement of Professional Conduct

Department of Economics
Texas A&M University

The Department of Economics at Texas A&M University condemns harassment, abuse of power and any form of discrimination based on gender, race, ethnicity, age, or sexual orientation.

We recognize as essential to our mission to promote the following principles of professional conduct as outlined by the American Economic Association Code of Professional Conduct, adopted on April 20, 2018: professional integrity, professional civility, the need to promote freedom of expression and discussion of ideas in economics, the need to promote an environment with equal opportunity and fair treatment of all individuals, and the need to support participation and advancement in the economics profession by individuals from all backgrounds.¹

As a reminder to all, the AEA's Code of Professional Conduct states, in part:

The AEA's founding purpose of "the encouragement of economic research" requires intellectual and professional integrity. Integrity demands honesty, care, and transparency in conducting and presenting research; disinterested assessment of ideas; acknowledgement of limits of expertise; and disclosure of real and perceived conflicts of interest.

The AEA encourages the "perfect freedom of economic discussion." This goal requires an environment where all can freely participate and where each idea is considered on its own merits. Economists have a professional obligation to conduct civil and respectful discourse in all forums, including those that allow confidential or anonymous participation.

The AEA seeks to create a professional environment with equal opportunity and fair treatment for all economists, regardless of age, sex, gender identity and expression, race, ethnicity, national origin, religion, sexual orientation, disability, health condition, marital status, parental status, genetic information, political affiliation, professional status, or personal connections.

Economists have both an individual responsibility for their own conduct, and a collective responsibility to promote professional conduct. These responsibilities include developing institutional arrangements and a professional environment that promote free expression concerning economics. These responsibilities also include supporting participation and advancement in the economics profession by individuals from all backgrounds, including particularly those that have been historically underrepresented.

¹ For a complete statement of the American Economic Association Code of Professional Conduct see <https://www.aeaweb.org/about-aea/code-of-conduct>.

The Department of Economics joins with the AEA in seeking to create a professional environment with equal opportunity and fair treatment for all economists, regardless of age, sex, gender identity and expression, race, ethnicity, national origin, religion, sexual orientation, disability, health condition, marital status, parental status, genetic information, political affiliation, professional status, or personal connections. The Department does not tolerate harassment or discrimination in any of its activities. The following list of unacceptable behaviors is adopted from the AEA statement.

Unacceptable behavior includes, but is not limited to:

- Solicitation of emotional or physical intimacy despite expressions or indications that it is unwelcome
- Solicitation of emotional or physical intimacy accompanied by real or implied threat of personal or professional harm
- Intentionally intimidating, threatening, harassing, or abusive actions or remarks (both spoken and in other media)
- Prejudicial actions or comments that undermine the principles of equal opportunity, fair treatment, or free academic exchange
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained or aggressive disruption of talks or other activities that undermine free academic exchange
- Physical assault (including unwelcome touching or groping)
- Real or implied threat of physical harm

Further, the Department views it as the responsibility of each individual member to be proactive in helping to mitigate or avoid harm when the member witnesses any unacceptable behavior, and to be mindful to avoid offensive stereotype comments and other forms of implicit bias.

Texas A&M University has specific and detailed policies on relevant matters, including sexual and racial harassment and other forms of discrimination. These policies, and the officials who monitor and implement them, are fully described at <https://www.tamu.edu/statements/index.html>.

Consistent with the university rules and procedures and the AEA Code of Professional Conduct, the Department strives to promote an educational and work environment that is safe and conducive to personal and professional development and provides equal opportunity and fair treatment of all of its members. If you need support, there are several steps and resources that can help guide you in pursuing grievances within the Department and University community.

Faculty

According to University Rules, faculty grievances are distinguished by those related to a) tenure or dismissal; b) illegal discrimination, sexual harassment, or related retaliation charges; and c) other faculty grievances. A full description of these can be found at the Dean of Faculties website under the

“Grievances” tab (<http://dof.tamu.edu/Grievances>) and specific procedures for each circumstance can be found in the University’s Faculty Rules, <http://dof.tamu.edu/Rules/Faculty-Rules>.

Staff

Non-faculty employees have the right to present complaints concerning wages, hours of work, or conditions of work. This process does not apply to temporary and wage employees except when related to federal discrimination issues. A full description of non-faculty employees System regulation of grievance procedures is available at <https://employees.tamu.edu/employee-relations/complaint.html>.

Students

Texas A&M University is committed to providing an educational and work climate that is conducive to the personal and professional development of each individual. To further that commitment, the university has developed procedures for students to pursue grievances within the university community. These are fully described at <http://grad.tamu.edu/New-Current-Students/Student-Grievances-and-Appeals-Procedures#> for graduate students and at <https://studentrules.tamu.edu/studentgrievanceprocedures/> for undergraduate students.

General recommendations

Below are a set of actions you may consider if you find yourself in a conflict resolution situation. The order of actions in this list is not meant to indicate that all steps must be or should be followed sequentially.

- Approach the colleague and ask questions for clarification. This may alleviate misunderstandings before things get out of hand.
- Approach the Department Head with your grievance, directly or indirectly through the Associate Department Head, the Assistant Department Head, the Director of Undergraduate Programs, the Director of MS Program, the Director of Ph.D. Program, a member of the executive committee, or a member of the Climate and Inclusion Committee.
- Make an appointment with the Dean of the College.
- Make an appointment to speak with the Associate Dean of Faculties for a confidential consultation. For information on how to schedule such an appointment, visit <http://dof.tamu.edu/Grievances>.
- Schedule an appointment with the Faculty Ombuds Officer <http://faculty-ombuds.tamu.edu/>; the Ombudsperson for Graduate education <http://grad.tamu.edu/New-Current-Students/Ombudsperson>; or the Undergraduate Ombuds <https://us.tamu.edu/Students/Undergraduate-Ombuds>. Contacting an ombuds officer does not limit or preclude the pursuit of another action related to a grievance, including filing of a formal grievance.
- File an online report form to report hate/bias incidents <https://stophate.tamu.edu/fileareport/>.