



IfA Protograd Visit: Statement of Values

(updated April 5, 2021)

The IfA values the participation of everyone during the Protograd Visit and would like all participants to have an enjoyable and fulfilling experience. Accordingly, all participants and members of the IfA are expected to show respect and courtesy to each other.

The IfA Protograd Visit will be a harassment-free environment for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, nationality, political affiliation, and religion. We do not tolerate harassment of participants in any form. The IfA adheres to the professional standards established in the [AAS Code of Ethics](#). We adhere to University of Hawai'i policies regarding workplace conduct and nondiscrimination in our workplace.

All communications should be appropriate for a professional audience including people of many different backgrounds. Meetings between faculty and protograds are intended for discussing research and teaching opportunities at the IfA. Topics of an overly personal nature, personal/professional grievances, or similar areas are not appropriate for such meetings. Unintended minor missteps may naturally occur, and in such cases, people are encouraged to offer apologies or forgiveness, as appropriate.

Violations of UH Policy (i.e. Workplace Nonviolence, E9.210, Title IX, EEO) or procedure, or the AAS Code of Ethics, will be handled in accordance with the appropriate UH policies. Employee complaints will be addressed following the guidelines <https://manoa.hawaii.edu/ovcaa/academic-personnel/complaints-and-grievances/>, and student complaints will be handled following the Academic Grievance Procedures at http://studentaffairs.manoa.hawaii.edu/policies/academic_grievance/.