



Statement of Values and Behaviours

The **GEOTRACES Statement of Values and Behaviours** communicates our common understanding of basic values, rules for respectful cooperation, acceptable behaviour and interaction as a community at both the national and international level.

These guidelines apply to every participant in GEOTRACES activities, regardless of their level or field of experience, gender, age, national origin or nationality, cultural background, religious creed, sexual orientation, family status and health condition.

- GEOTRACES is a modern, inclusive, respectful programme that celebrates diversity and is free of any form of discrimination, intimidation and harassment in any working environment (e.g. meetings, fieldwork, summer schools, training workshops, outreach, etc).
- We recognise that collaboration is at the core of everything we do and is essential to our success as an international programme.
- We encourage innovation, creative thinking and a willingness to share and explore new ideas and disseminate new knowledge.
- We subscribe to the fundamental values of honesty, integrity, responsibility, trust, respect, fairness and justice that act as the basis for collective principled action.
- We place the physical and mental well-being of our community above all else.
- We promote equality and fairness for all. Everyone shall be free to speak up, without fear, about inappropriate and unjust behaviour, and make use of the formal reporting channels provided by their respective institutions.
- We continually evolve and transform to meet the challenges and opportunities that face us.
- We aspire to train the community well and inspire the next generation of scientists. We actively promote career development at all levels by supporting professional training, mentoring, and personal development.
- We value work/life balance and encourage flexible working practices to ensure our family and personal responsibilities can be met.
- We look out for each other.
- We recognise that mistakes happen; we rectify them and learn from them.
- We aspire to excellence in all aspects of our programme, and we celebrate success.