

**Pharmacology & Toxicology Code of Professionalism and Accountability**  
*Ratified March 4, 2020*

Faculty in the Department of Pharmacology and Toxicology at Michigan State University must maintain the highest standards of professionalism and ethical behavior in our work as scientists, scholars, administrators, teachers, and members of the broader community.

We value cooperation, integrity, diversity, inclusion, and respect as paramount to the success of our Department. Adherence to these core values will create an environment for open and respectful discussion while recognizing legitimate differences of opinion. To build upon this foundation, we will foster a diverse department, recognizing that diversity offers a range of ideas and perspectives that can enhance creativity within our research and teaching missions.

We will also maintain a culture of safety in all aspects of how we act toward others on a day-to-day basis. We accept full accountability and responsibility for our interactions with colleagues, coworkers, and trainees regardless of rank or position. Assigned duties both within and outside the Department will be completed in a timely manner. Lastly, we will conduct high-quality research by adhering to the principles of research and academic integrity.

Adherence to these principles will positively impact the Department, the University, and the personal and professional growth of all members of the Department.