**Hanson Lab Statement of Rights, Responsibilities and Expectations**

**As a student or lab member:**

**You have the right to**

- a safe workplace that enables your success and creativity

- shape your project and your career development

- have your contributions fairly acknowledged

- request meetings with me outside of regularly scheduled ones

**You have the responsibility to**

- communicate unsafe conditions to me and other lab members

- anticipate safety issues and work to resolve those that arise

- not infringe on the productivity of other lab members

- actively participate in project planning and defining your career goals

- conduct your experiments and analyze your data openly and honestly

- speak up if you think your work is not being appropriately credited

- define meeting topics and be prepared so that meetings are efficient

- provide the PI an opportunity to address and resolve issues that arise

**You are expected to**

- communicate effectively and respectfully with your colleagues

- offer constructive criticism about ideas, experiments, papers, etc.

- work together to resolve differences and to be reasonable when resolving issues

- be engaged in your project and to generate ideas for how to advance it

- troubleshoot experiments and solve problems, both yours and others

- actively read the scientific literature to help fulfill the expectations above

- do tasks/chores that help the lab as a whole operate smoothly

- seek out and pursue opportunities to support your research and career development

**As the PI:**

**I have the right to**

- a laboratory that works safely, smoothly, and ethically

**I have the responsibility to**

- ensure that all lab member rights are protected

- treat all lab members fairly, respectfully, and reasonably

- clearly communicate responsibilities and expectations and if they are not being met

- assist lab members in meeting their responsibilities and expectations

- listen to any lab member that brings concerns to me

**You should expect that I will**

- take time to meet with you

- be engaged and focused in meetings

- treat you and others fairly and respectfully

- be excited when things are going well and helpful when things are not

- attempt to obtain funding to support the laboratory

- provide constructive feedback that will help you pursue your research and career goals