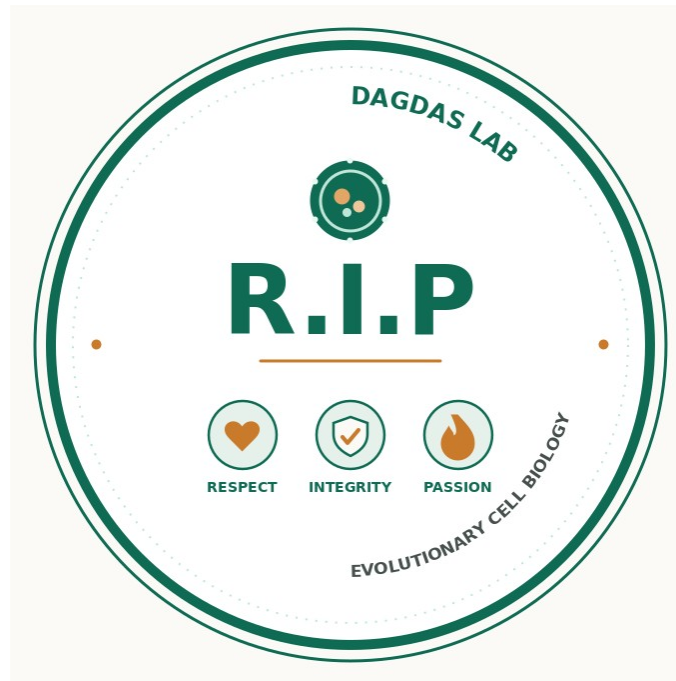


Dagdas Lab — Code of Conduct & Lab Principles

R.I.P — Respect · Integrity · Passion



Our lab runs on three simple commitments — **Respect, Integrity, and Passion**. They are how we treat each other, how we do our science, and why we get out of bed for it. This is a living document: if anything here doesn't ring true, or is missing, please say so and we'll change it together.

R — Respect

We treat each other, and our science, with care.

- We treat everyone with kindness and courtesy — regardless of background, career stage, nationality, gender, ethnicity, religion, disability, or identity.
- Harassment, bullying, and discrimination have no place here. Full stop.
- We listen actively, assume good intent, and give feedback that is honest and constructive — about the work, never the person.
- We respect each other's time: we come prepared, communicate clearly, and honour our commitments and deadlines.
- We respect wellbeing and boundaries — you decide when and how long you need to work.
- We celebrate each other's wins and support each other through the setbacks that are part of research.
- We keep shared spaces, equipment, and reagents clean, safe, and ready for the next person.

I — Integrity

Our results are only as good as our honesty.

- We record data accurately and completely. We never fabricate, falsify, or cherry-pick results.
- We keep clear, reproducible records — notebooks, code, and metadata — so others can trust and build on our work.

- We give credit fairly: authorship and acknowledgements reflect real contributions, discussed early and openly.
- We are honest about uncertainty, limitations, and mistakes. Flagging an error early is a strength, not a failure.
- We follow safety, ethics, and biosafety rules, and all institutional and legal requirements.
- We are open by default — preprints, shared protocols, data, and reagents whenever we can.
- We respect confidentiality and disclose conflicts of interest.

P — Passion

We do this because we love it.

- We stay curious, ask bold questions, and explore the overlooked corners of the eukaryotic tree of life.
- We take smart risks. Ambitious ideas — and the experiments that don't work — are how we learn.
- We bring energy and generosity to the bench, to meetings, and to helping one another.
- We invest in growth — our own and each other's — through mentoring, teaching, and learning new skills.
- We share our science with the world: talks, outreach, and making complex ideas accessible.
- We keep it human. We have fun, make time for each other, and protect the joy that brought us into science.

Our commitment to your career: when postdocs move on, we expect and encourage them to take their projects with them. Helping our people launch independent, successful careers matters more to us than holding on to a project.

Living the R.I.P

- This is a shared, living document. Everyone is welcome — and encouraged — to suggest changes.
- If something here isn't being honoured, please raise it.