

Culture of Collaboration Agreement

1. **Purpose.** The National Science Foundation (NSF) Center for Smart Streetscapes (CS3) convenes researchers, educators, students, entrepreneurs, and community leaders from different institutions, disciplines, economic sectors, geographies, and experiences to accomplish its mission. To support an organizational culture in which each individual can contribute their full potential, CS3 must create and maintain a culture of integrity, respect, diversity and inclusion.
2. **Background.** As an NSF Engineering Research Center (ERC), CS3 follows NSF guidelines and requirements. These requirements flow down through the cooperative agreement between Columbia University and NSF to establish CS3, and are further applicable to all core partners: Florida Atlantic University, Rutgers University, University of Central Florida, and Lehman College. All members of CS3 understand that they will meet both the expectations detailed in this agreement and those of their home institution (see p. 2 for links to each institution's related resources).
3. **Collaboration Expectations.** CS3 members will create and maintain a safe and supportive professional environment for creativity, integrity, and learning through ethical behavior and a culture of inclusion. Members demonstrate this behavior by being welcoming, recognizing different experiences of cultural and economic barriers to inclusion, and communicating in ways that uphold each others' dignity. CS3 members will not engage in bullying, retaliation, sexual misconduct, harassment or discrimination.
4. **Seeking Support Within CS3.** To facilitate clear understanding, open communication, and responsive leadership across CS3 institutions and external partners, CS3 has an Equity Resource Team available to all participants in CS3 activities. CS3 participants are encouraged to reach out to members of the Equity Resource Team with any questions or concerns about the culture of collaboration in the context of CS3 activities. The Equity Resource Team may confidentially and anonymously discuss questions or concerns raised by CS3 participants with the CS3 Leadership Team to determine whether the CS3 Leadership Team should take action in response. Based on the nature of the concern, actions may include reporting to home institutional authorities and/or ejection from CS3.
5. **Seeking Support Outside CS3.** Violations of the CS3 member's home institution code of conduct, accessible through links on the next page, should be reported using that institution's reporting resources.

Additional Resources (listed alphabetically)

1. [Columbia University Statement of Ethical Conduct and Administrative Code of Conduct](#) (Applies to officers of instruction, research, libraries, athletics, and administration; support staff; and students)
2. [Columbia Center for Student Success and Intervention Policy Documents](#)
3. [Florida Atlantic University Standards of Conduct](#) (Applies to Florida Atlantic University officers, faculty, and staff, including student employees)
4. [Florida Atlantic University Student Code of Conduct](#)
5. [Lehman College Community Standards](#) (Applies to students)
6. [Lehman College Notice of Non-Discrimination](#) (Applies to Members of the City University of New York community, as well as visitors)
7. [Rutgers University Code of Ethics](#) (Applies to officers, deans, academic department chairs, administration department heads, faculty and staff members including student employees)
8. [Rutgers University Student Code of Conduct](#)
9. [University of Central Florida Code of Conduct](#) (Applies to employees)
10. [University of Central Florida Student Rules of Conduct](#)