

TIMA Laboratory's ethics charter



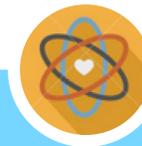
Respect

A feeling of consideration for someone, which leads to treat him/her with special regards.

Respect for others, their work and their values requires knowledge, understanding and acceptance of each other's differences. The level of status must not lead to an authoritarian or harassment behavior.

We respect :

- the rights and integrity of colleagues
- the basic rules of civility and politeness
- the rules and regulations
- the schedules (work, meetings...)



Acknowledgement

Act of admitting that one is author or responsible for an action.

Feeling that leads to consider oneself indebted to the person from whom one has received a benefit.

To recognize the work of colleagues.
Not to take credit for the actions of others.



Transparency and privacy

What is transparent: which has a clear functioning, which one does not try to hide from the opinion.

Things must be said with civility and honesty.

One must be able to communicate errors without being inappropriate.

Anyone who doesn't report a problem that they know about is an accomplice.

Rumors encourage "fake news" and penalize everyone. We don't talk badly about colleagues or the laboratory.



Conviviality

Ability to promote tolerance and exchanges between individuals and groups.

During the ceremony of New Year's wishes, service meals, celebration of events, while laughing and joking, we can appreciate each other more.

These moments when we are all together encourage the emergence of feelings of trust and respect between all.



Non-discrimination

Absence of discrimination between people because of their gender, ethnic or social origin, language, religion, beliefs, political opinions, belonging to a minority, wealth, disability, age, sexual orientation.



Corporate image

Communicate a positive image of the laboratory.

Communicate politely with the outside world.
Communicate correctly (spelling, language level, etc.).



Sustainable development

A development method that respects the environment by using carefully natural resources in order to make them sustainable in the long term.