

Department of Mathematics and Statistics Code of Conduct

Role and responsibilities

MATH & STATS Department members must take an active role in the ethical fulfilment of their duties and must uphold the values of MATH & STATS with respect to EDI.

EDI Values of MATH & STATS

- Equity
- Diversity
- Inclusion
- Respect
- Role modelling

Interactions

All MATH & STATS Department members must respect diversity of opinion, constructive criticism, ideas and debate in MATH & STATS-related meetings and in day-to-day activities and be supportive of departmental members in workplace environments. This will be demonstrated by:

1. recognizing the equal right of all individuals to be heard and respected;
2. recognizing and valuing the diverse expertise, experience and knowledge that exists among MATH & STATS Department members;
3. promoting collaborative, respectful and inclusive behaviour.

Training

Members of the MATH & STATS Department will complete all training that is required and appropriate for their role within the Department.

Confidentiality

1. MATH & STATS Department members are expected to keep all EDI-related situations confidential.

2. All MATH & STATS Department members will familiarize themselves with the [Protection of Privacy Policy and Associated Procedures GV0235](#).

Behaviour

1. MATH & STATS Department members will act impartially and make decisions based on the principles of fairness, and conduct themselves in a consistent, fair and transparent manner.
2. MATH & STATS Department members are expected to treat other individuals with compassion, dignity and respect.
3. MATH & STATS Department members are expected to engage in behaviour that is non-judgmental, supportive, and demonstrates empathy towards other MATH & STATS Department members.
4. Examples of inappropriate behaviour that are not consistent with the MATH & STATS Code of Conduct include, but are not limited to, discrimination, harassment, bullying, sexual harassment, sexualized violence, micro-aggression, and leaving the washrooms messy.

Accountability

1. Committee members will conduct themselves and their professional interactions within the MATH & STATS Department and the rest of the University in such a way as to uphold the reputation of MATH & STATS. This includes their online presence.
2. MATH & STATS Department members will hold themselves and each other accountable for following the Code of Conduct.
3. If a MATH & STATS Department member has concerns that the behaviour of another MATH & STATS Department member does not reflect the Code of Conduct, it is recommended that they bring their general concern to the attention of the MATH & STATS EDI Committee Chair or to the chair of the Department. This will allow the EDI Committee to develop policies to resolve the concern at a department-wide, systemic level.

Please note that individual experiences, complaints or disclosures of discrimination, harassment and sexualized violence should not be reported to the MATH & STATS EDI Committee Chair or MATH & STATS EDI Committee members. Instead these should be disclosed to the UVic Equity and Human Rights Case Management Officer at eqhr01@uvic.ca, or, if preferable, to the Chair of the MATH & STATS Department.

Relevant policies

1. [Human Rights, Equity and Fairness \(GV0200\)](#)
2. [Discrimination and Harassment \(GV0205\)](#)
3. [Protection of Privacy and Associated Procedures \(GV0235\)](#)
4. [Sexualized Violence Prevention and Response \(GV0245\)](#)