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)