

Code of Conduct

The Undergraduate Research Conference is committed to providing an environment that allows attendees to participate without fear of harassment or discriminatory behavior.

Unacceptable Behavior

Abusive Behavior: Harassment is understood as any behavior that threatens or demeans another person or group, or produces an unsafe environment. It includes offensive verbal comments or non-verbal expressions related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, age, religious or political beliefs; sexual or discriminatory images in online spaces; deliberate intimidation, stalking, following, harassing photography, screenshots or recording; sustained disruption of talks or other events, and unwelcome sexual attention.

Blatant -isms: Saying things that are explicitly racist, sexist, homophobic, etc. For example, arguing that some people are less intelligent because of their gender, race or religion. Subtle -isms and small mistakes made in conversation are not code of conduct violations. However, repeating something after it has been pointed out to you that you broke a social rule, or antagonizing or arguing with someone who has pointed out your subtle -ism is considered unwelcoming behavior, and is not allowed.

Maliciousness towards other attendees: Deliberately attempting to make others feel bad, name-calling, singling out others for derision or exclusion.

Enforcement & Reporting

If any of the conference organizers receive reports during the day of any violations to the above listings they will be removed from the meeting and blocked from returning to any of the sessions that happen throughout the day while the matter is investigated.

If you wish to report a violation of this code of conduct please email any of the organizers with the following information:

- Identifying information (name/email) of the participant doing the harassing
- The behavior that was in violation
- The approximate time of the behavior (if different than the time the report was made)
- The circumstances surrounding the incident
- Other people involved in the incident

Conference organizers will react to the incident as soon as possible and make a decision. Once a decision is made we will communicate to the alleged harasser about the complaint and the actions that will happen. We will then follow up with the accuser about what actions were taken.

If you have any questions, concerns, or comments please contact the conference organizers: Elizabeth Rennie, erennie@tru.ca