



Western Canadian Undergraduate Chemistry Conference

WCUCC 2024 Code of Conduct

1. Purpose

The organizing committee of the Western Canadian Undergraduate Chemistry Conference prioritizes equity, diversity, and inclusion in all our activities. Our purpose, as we plan and host this event, is to offer an educational experience that benefits the early careers of future researchers and helps to bring new minds into chemistry.

This document affirms the standards by which members of the WCUCC 2024 community are expected to conduct themselves. It is informed by the University of Saskatchewan's Discrimination and Harassment Prevention Policy and its Equity, Diversity, and Inclusion Policy. The format and some wording is inspired by the PIMS Code of Conduct for events and programs.

2. Scope

This Code of Conduct applies to all spaces, meetings, and sessions, both online and in-person, where WCUCC 2024 activities are carried out. All conference participants (organizers, attendees, speakers, visitors, and volunteers) are expected to uphold these policies whilst they partake in activities connected to WCUCC 2024.

3. Policy

WCUCC 2024 must be a safe, respectful, and inclusive environment that provides all participants equal opportunity to learn and speak.

- a. Participants should not behave in any way that harasses, degrades, or discriminates against any other person or group based on sex, race, ethnicity, nationality, sexual orientation, gender identity, gender expression, ability status, age, educational background, marital status, physical size, receipt of public assistance, or any other characteristics protected by the Saskatchewan Human Rights Code. Neither should they

condone or facilitate this behaviour.

- b. Behaviour that interferes with the provision of this environment includes but is not limited to sexual harassment, use of demeaning language, spreading malicious rumors, unwanted photography/recording.

4. Compliance

a. How to report behaviour that violates this Code of Conduct

- i. Report incidents of violation to the WCUCC 2024 organizing committee by email (wcucc2024@usask.ca). Alternatively, you may approach one of the committee members (identifiable through their badge) to begin a report.

Your report should include any details you feel comfortable sharing that describe when, where, and with whom the incident occurred.

- ii. You can also report directly through the University of Saskatchewan's Discrimination and Harassment Prevention Services (DHPS): <https://wellness.usask.ca/safety/discrimination-harassment.php#Reportinganincident>

b. Investigation and resolution of conduct violations

- i. Any individual who violates the WCUCC 2024 Code of Conduct will be asked to stop immediately.
- ii. Once the organizing committee is made aware of behaviour that violates the Code of Conduct, via formal report or otherwise, they should take prompt action to address and prevent it. They will follow up with individuals affected by the incident and offer appropriate supports. They will do all of this in a manner pursuant with the University of Saskatchewan's policy procedures.

c. Confidentiality

- i. When a report is filed, the confidentiality of information that might identify those involved (the person who reports, witnesses, identified targets, and the accused) will be protected as much as possible while taking action to address and prevent the violating behaviour according to the University of Saskatchewan's policy procedures.