

## **Code of Conduct**

The Department of Biology, Queen's University values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all students, staff, and faculty. We are committed to providing a safe, welcoming, and productive environment for learning and research for everyone.

This Code of Conduct applies to any activities associated with work or study at Queen's University, the Queen's University Biological Station, or anywhere students, staff, and faculty are representing the Biology Department or Queen's University. All members and visitors to the Biology Department are expected to abide by this Code of Conduct.

## **Expected Behavior**

- Behave in a courteous and professional manner.
- Treat all students, staff, faculty, and visitors with respect and dignity, in the spirit of valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative in your communication and actions.
- Critique ideas rather than individuals in a non-confrontational manner with regard for diverse viewpoints.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Respect the rules, policies, and property of Queen's University.
- Speak up, intervene, or report if you observe unacceptable behavior.

## **Unacceptable Behavior**

- Harassment, sexual harassment, bullying, intimidation, or discrimination.
- Inappropriate use of nudity, sexual images, or discriminatory images in public spaces or presentations.
- Physical, written, or verbal abuse of any student, staff, faculty, or visitor.
- Discriminatory conduct.
- Photography or recording without permission.
- Behavior that is unruly or disruptive, or that endangers the health or safety of yourself or others.
- Destruction, theft, dismantlement, defacement, abuse, or intentional misuse of the Biosciences Building or Queen's University Biological Station properties.
- Knowingly and falsely reporting violations of this Code.

This Code of Conduct is not intended to be all inclusive, and it is likely there will be conduct issues that it does not specifically address.

## **Definitions**

Harassment is defined as improper or offensive verbal, visual, or physical contact directed at someone, including conduct, comments, or images that a person would reasonably find offensive, demeaning, discriminatory, or hostile. It also includes any act of intimidation or threat. Harassment is normally a series of incidents but can be one severe incident which has a lasting impact on the individual.

Sexual harassment includes unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gestures of a sexual nature that might reasonably be expected to offend, humiliate, or intimidate another person.

Discrimination is an action or a decision that treats a person or a group badly for reasons related to age, physical appearance, employment status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, religion, culture, or any other characteristic.

### **Reporting Unacceptable Behavior**

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact Queen's Security or 911.
- See link for [Queen's Harassment and Discrimination Reporting](#)