

Necessity for an MSL Code of Conduct

1. There is a large body of evidence indicating that discrimination and harassment exist in workplaces, including within the field of science and research.
2. Discrimination and harassment are contrary to UBC policies, and as such, unacceptable workplace behaviour. Discrimination and harassment negatively impact the health and well-being of those who are targeted, and impedes their ability to participate equitably in the workplace.
3. As highlighted in the UBC Statement on Respectful Environment for Students, Faculty and Staff: “The University of British Columbia envisions a climate in which students, faculty and staff are provided with the best possible conditions for learning, researching and working, including an environment that is dedicated to excellence, equity and mutual respect.” MSL strives to create a safe and respectful environment that follows these principles by establishing a Code of Conduct that makes transparent the commitments by MSL members in fostering a respectful and non-discriminatory work environment.
4. Excellence in education and research is fostered through equity, mutual respect and a supportive environment. At the MSL, we take seriously UBC’s Strategic Plan (*Shaping UBC’s Next Century*) commitments, and are guided by [Strategy 4: Inclusive Excellence](#) in promoting a scholarly, research, and working environment that is diverse, inclusive and equitable.
5. As highlighted in the UBC Discrimination Policy (Policy No. SC7), “UBC and all Members of the UBC Community share responsibility for ensuring and maintaining an environment that is free from Discrimination. UBC regards Discrimination as a serious offence that is subject to a wide range of remedial or disciplinary measures, including dismissal or expulsion from UBC.” At MSL, we want to assure members of our community that we will take all claims of discrimination and harassment seriously.
6. Collectively, we share the responsibility for ensuring and maintaining an environment that is free from discrimination and harassment. To that end, we will continue to foster environments and learning that helps support these goals of creating an equitable and mutually supportive work environment.

What is a code of conduct?

A code of conduct is a document that outlines the rules, responsibilities, and expectations of acceptable behaviors of all individuals within an organization (1,2). This document allows for an inclusive working environment for all employees (3). Codes of conduct are created to make clear that any form of discrimination and harassment in the workplace is not acceptable, and aim to provide all employees with equitable and equal opportunities (1,2).

This code of conduct has been written by the MSL Code of Conduct Committee with input from the MSL EDI Committee. In the future, the MSL EDI Committee will be responsible for modifying and approving changes to the Code of Conduct as needed and providing a plan for educating all MSL

personnel on the Code of Conduct and related EDI policies. The EDI committee will also strive to provide the MSL community with guidance to available UBC resources both to encourage respectful behavior and equitable outcomes, and to ensure that all MSL members know what avenues of recourse they have when they are subjected to discrimination/harassment/misconduct of any sort.

1. J. Adams, A. Tashchian, and T. Shore, "Codes of Ethics as Signals for Ethical Behavior," *Fac. Publ.*, Feb. 2001.
2. G. Wood and M. Rimmer, "Codes of Ethics: What Are They Really and What Should They Be?," *Int. J. Value-Based Manag.*, vol. 16, pp. 181–195, May 2003.
3. B. Favaro et al., "Your Science Conference Should Have a Code of Conduct," *Front. Mar. Sci.*, vol. 3, 2016.