Code of conduct for events and programs at PIMS.

Equity, diversity and inclusion are essential to academic excellence in the mathematical sciences. We support an open and diverse community, which includes voices that have been underrepresented or discouraged. PIMS envisions a climate in which all participants are provided with the best possible conditions for learning and research. We strive to provide a supportive and safe environment that is dedicated to excellence, equity and mutual respect. We expect all members of the PIMS Community (event organizers, event participants, faculty, staff, students, visitors) to conduct themselves in a responsible manner so as not to cause, condone or participate in the discrimination, harassment or prejudice of another person or group of persons.

Where and to whom does the code of conduct apply.
- The PIMS Code of Conduct applies to all participants of events, their organizers and presenters/speakers.
- The Code applies to events and meetings hosted and/or sponsored in part or solely by PIMS.
- The Code applies to events and meetings taking place in-person or online.
- Participants at PIMS sponsored events that take place at other facilities or institutions may be subject to the code of conduct of those premises in addition to the PIMS Code of Conduct.

Respect and inclusion at PIMS events and programs
1. **PIMS values diversity, respect and inclusion in all our programs**. We all come from diverse backgrounds, cultures and offer unique perspectives and valuable contributions.
2. **We are accountable for our actions**.
   a. Participants at PIMS events should seek to proactively create an environment that is free from harassment, discrimination and intimidation.
   b. Behaviour that harasses, degrades or discriminates against others is against our code of conduct.
   c. Aggression, threats, intimidation, or violent behaviour of any kind will not be tolerated. This includes but is not limited to any form of sexual harassment, intimidation, threatening behaviour, sustained disruption, use of offensive, or demeaning language, unwanted photography, screenshots or recording, or making inappropriate statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by law.

3. **Everyone should be able to speak up**, in good faith, without fear of reprisal. Anyone who speaks up should expect to be listened to and not have their disclosures dismissed.

How to report behaviour that is in violation of the PIMS Code of Conduct
1. If a violation occurs, report the incident immediately to PIMS.
   - You may wish to report it anonymously through the [webform here](#).
   - You may also choose to make a formal complaint to:
     i. The PIMS Deputy Director: deputy-director@pims.math.ca
     ii. The PIMS Director: director@pims.math.ca
     iii. The PIMS COO: Denise@pims.math.ca
2. Provide details that you are comfortable sharing: date, time and place of incident, violation particulars.
3. Identities of each individual directly involved in a report will be kept confidential as the report is being investigated. Individuals directly involved in a report include any person who raises or reports a conduct violation; witnesses; identified target(s); and the accused.)
4. PIMS will not tolerate any retaliation, directly or indirectly, against anyone who, in good faith, complains, gives evidence or is otherwise involved in an investigation.

Investigation and resolution of conduct violations
Violations to the PIMS Code of Conduct will not be tolerated, and any individual in violation will be asked to stop immediately. If a report has been filed, PIMS will investigate and follow up with the reporter(s) as well as the individual(s) who allegedly violated the code of conduct. We reserve the right to undertake whatever process needed to help resolve the situation immediately.

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