



Code of Conduct

The UBC Postdoctoral Association (PDA) is committed to creating a collaborative, open, and inclusive environment for professional development and social connection. All attendees, speakers, organizers, and volunteers at any events organized by the PDA are expected to adhere to the following Code of Conduct:

- Maintain a respectful environment by positively engaging with each other. You can do this by:
 - Practicing active listening
 - Sharing the floor for open discussion
 - Asking genuine questions
 - Building on ideas to enable a dialogue to go deeper
 - Maintaining privacy of any personal details that may have surfaced during the dialogue
 - Participating in accordance with the instructions by the organizers (e.g., for virtual events: utilizing the chat function to ask questions, muting your audio when not speaking)
 - Respecting intellectual property; only take pictures of presentation materials when explicit permission is granted

Refrain from demeaning, discriminatory, or harassing behaviour and speech. Any form of discrimination or harassment will not be tolerated. Comply immediately if asked to stop such behaviour or speech. If you continue to act in a discriminating or harassing way, you will be expelled immediately from the event and will not be allowed to attend future events by the PDA.

Anyone having concerns about disrespectful behaviour they have experienced or witnessed should contact the organizers (ubc.postdoc@gmail.com).

For more information, please feel free to review the following resources:

- [UBC Statement on Respectful Environment for Students, Faculty and Staff](#)
- [UBC Bullying and Harassment Prevention](#)
- [UBC Equity & Inclusion Office Resources for Respectful Debate](#)