

## Expectations and Resources for Creating a Respectful Climate

All students at UBC are expected to adhere by the UBC Student Code of Conduct (CoC) and can be held responsible for violating the terms of the CoC, even when not on campus and/or when interacting with people who are not associated with the University. Please familiarize yourself with the CoC here: <https://students.ubc.ca/campus-life/student-code-conduct>

Faculty and staff both also have CoC's that they are expected to follow: [https://bog.ubc.ca/?page\\_id=8706](https://bog.ubc.ca/?page_id=8706)

### **The IOF Graduate Student Society's Equity, Diversity, and Inclusion Committee**

IOF has a department-wide Equity and Diversity Committee, and the IOF Graduate Student Society (IOFGSS) also has its own Equity, Diversity and Inclusion (EDI) Committee. Both of these committees are working to improve the climate of the department and to provide support to anyone who needs it. Contact information for members of the student committee and faculty representatives who have agreed to provide support for students is on the next page.

These representatives will not take action on anyone's behalf. They cannot file complaints or host meetings, for example. Instead, the mandate of the EDI Committee is to provide guidance by sharing the options that are available on campus, attending meetings with you so that you are not alone (if you wish), accompanying you to appointments with university officials, or just lending a sympathetic ear if you need someone to talk to. Conversations with the EDI Committee or Faculty Liaisons are confidential unless you share that you have a desire to hurt yourself or someone else (in which case they are obligated to report it).

### **Further reading regarding CoC's and policies at UBC:**

- The UBC Student's Guide to Discrimination and Harassment  
[https://equity3.sites.olt.ubc.ca/files/2016/08/equity\\_student\\_guide\\_d\\_and\\_h.pdf](https://equity3.sites.olt.ubc.ca/files/2016/08/equity_student_guide_d_and_h.pdf)
- UBC's Discrimination and Harassment Policy  
[https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/Discrimination-Policy\\_SC7.pdf](https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/Discrimination-Policy_SC7.pdf)
- UBC's Statement on Respectful Environment  
<http://www.hr.ubc.ca/respectful-environment/>
- UBC's Policy for Responding to At-Risk Behaviour  
[https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/At-Risk-Behaviour-Policy\\_SC13.pdf](https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/At-Risk-Behaviour-Policy_SC13.pdf)
- UBC Policy on Conflict of Interest and Conflict of Commitment  
[https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/COI-Policy\\_SC3.pdf](https://universitycounsel2.sites.olt.ubc.ca/files/2019/08/COI-Policy_SC3.pdf)
- Respectful Dialogue and Debate: Principles and Practices  
<https://equity3.sites.olt.ubc.ca/files/2010/06/Respectful-Dialogue-and-Debate-Principles-and-Practices-1.pdf>

### **What should you do if you experience behaviour violating these CoC's?**

The most important thing to know is that if you have experienced behaviour that violates the CoC's, **you** are in the driver's seat; you decide how things proceed. You have a number of options, both formal and informal.

#### *Informal pathways*

Informal pathways are those that are done outside of making a formal complaint through the University. For example, you could request a meeting with the person who violated the CoC to talk about what you experienced. The EDI committee can help you find someone to mediate such a meeting and could attend to provide support if requested. If you would prefer to speak with someone outside of IOF, the Office of the Ombudsperson can provide informal assistance: <https://ombudsoffice.ubc.ca/how-we-can-help/>

### Formal pathways

You always have the option to place a complaint by following the University's formal pathways, with or without contacting the EDI committee. Formal pathways depend somewhat on the type of behaviour and which policy it violates. You can make a complaint by reaching out to the following at UBC:

- Access and Diversity <https://students.ubc.ca/about-student-services/centre-for-accessibility>
- Equity and Inclusion Office <https://equity.ubc.ca/>
- Office of the University Counsel <https://universitycounsel.ubc.ca/coi/>

### Other resources

There are a number of other organizations on campus who offer various forms of support, including:

- Counseling services <https://students.ubc.ca/health/counselling-services#make-an-appointment>
- GSS advocacy services <http://gss.ubc.ca/advocacy/>
- Law Students Legal Advice Clinic <https://www.lslap.bc.ca/>
- Positive Space Campaign <https://equity.ubc.ca/resources/positive-space/>
- Pride Collective <https://www.prideubc.com/>
- The Speakeasy <https://www.ams.ubc.ca/student-services/speakeasy/>
- UBC Vice (support for substance use/abuse) <https://www.ams.ubc.ca/student-services/vice/>
- Wellness Centre <https://students.ubc.ca/health/wellness-centre>

### Contact information for faculty EDI liaisons

Simon Donner, [simon.donner@ubc.ca](mailto:simon.donner@ubc.ca)

Brett van Poorten, [b.vanpoorten@oceans.ubc.ca](mailto:b.vanpoorten@oceans.ubc.ca)

### Contact information for graduate student EDI representatives

Sara Cannon (she/her/hers), queer <a href="mailto:secanno@gmail.com">secanno@gmail.com</a> , cell: 604-789-2433 Office: Geography 210F	Santiago De La Puente (he/him/his) <a href="mailto:s.delapuate@oceans.ubc.ca">s.delapuate@oceans.ubc.ca</a> Cell: 604-500-9542 Office: IOF 313.16	Sarah Dier-McComb (she/her/hers) <a href="mailto:s.diermccomb@oceans.ubc.ca">s.diermccomb@oceans.ubc.ca</a> Cell: 902-809-5890 Office: IOF 214.03
Vanessa Fladmark (she/her), Indigenous (Haida Nation), <a href="mailto:v.fladmark@oceans.ubc.ca">v.fladmark@oceans.ubc.ca</a> , Cell: 778-888-8219 Office: ESB 2013	Lian Kwong (she/her/hers) <a href="mailto:l.kwong@oceans.ubc.ca">l.kwong@oceans.ubc.ca</a> Cell: 604-363-9227 Office: ESB 2013	Ravi Maharaj (he/him/his) <a href="mailto:r.maharaj@oceans.ubc.ca">r.maharaj@oceans.ubc.ca</a> 604-600-2954
Juliano Palacios Abrantes (he/him/his...it?) Latino Americano <a href="mailto:j.palacios@oceans.ubc.ca">j.palacios@oceans.ubc.ca</a>	Rebecca Schijns (she/her) <a href="mailto:r.schijns@oceans.ubc.ca">r.schijns@oceans.ubc.ca</a> Cell: 647-457-7712 Office: IOF 314.06	