



fauw

Faculty Association of
the University of Waterloo

Code of Conduct Policy

This is a Class M policy

Purpose

This policy establishes standards of conduct for Members and staff in all FAUW-related activities.

Definitions

Member

Any person represented by FAUW under article 2.1.1 of the MoA, as well as associate and affiliate members as defined by the Associate and Affiliate Member Policy.

Complainant

Any Member or FAUW staff who claims to be affected by inappropriate behaviour under this policy, and is reporting such behaviour.

Respondent

A Member or FAUW staff who is alleged to have engaged in inappropriate behaviour which is the subject of a report under this policy.

FAUW Activities

All FAUW-related activities and communications, including all meetings (e.g., Board, committee, grievance), and online or in-person interactions. This includes FAUW-related electronic communications and social media where FAUW business is discussed.

Scope

This Policy is primarily concerned with behaviours that are contrary to the purposes and goals of FAUW. Policy 33 and the FAUW Harassment & Discrimination Policy cover interpersonal conflicts.



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Principles

- a) **Rights of Members:** FAUW acknowledges the rights of its members to engage in the activities of FAUW, and to receive representation from FAUW, as provided in the FAUW Constitution and the Memorandum of Agreement.
- b) **Equity and Non-Discrimination:** FAUW is committed to equity and compliance with the Ontario Human Rights Code, including freedom from harassment, discrimination, intimidation, or coercion, based on protected grounds and/or political views or beliefs.
- c) **Academic Freedom and Expression:** FAUW is committed to the principles of academic freedom, including the right to discuss, question and criticize the University of Waterloo and FAUW. Academic freedom and expression does not extend to violations of FAUW policies or the law.
- d) **Non-Retaliation:** FAUW prohibits reprisals against any individual who, in good faith, reports a concern or participates in an investigation under this policy.

Misconduct

The Association may discipline members for engaging in misconduct including but not limited to:

- a) Breaching FAUW's Harassment & Discrimination Policy;
- b) Contributing to harassing, false, or defamatory comments about FAUW, members of FAUW, or FAUW staff;
- c) Breaching the FAUW Confidentiality Policy or a FAUW Confidentiality Agreement
- d) Misappropriation or misuse of FAUW funds or resources;
- e) Organizing or encouraging actions that interfere with FAUW's legal obligations or governance processes;
- f) Failing to disclose conflicts of interest while acting on behalf of FAUW;
- g) Submitting complaints or allegations in bad faith or with intentional dishonesty or malicious intent.

Complaints made in good faith are not considered misconduct, even if they are not ultimately upheld.



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Any member, officer, director or FAUW staff wishing to pursue a complaint or potential complaint about an alleged violation of this Code of Conduct or the FAUW Harassment and Discrimination Policy shall have access to the process outlined in the FAUW Complaints Procedure. FAUW agrees to encourage and facilitate the fair and expeditious resolution of complaints pursuant to this Policy.

Approved by the FAUW Board of Directors September 3, 2026

Policy Version Control

Approval Date	Summary of Changes	Approving Body
September 3, 2026	New Policy	FAUW Board of Directors