

Code of Conduct

Our Code of Conduct is our commitment to the community to provide a welcoming, safe space for all its participants.

Land Acknowledgements

FemPhys acknowledges that we conduct our activities on the traditional territory of the Neutral, Anishnaabe, and Haudenosaunee peoples. We acknowledge that the University of Waterloo resides on land designated as part of the Haldimand Treaty tract, and that this land was acquired unfairly. As such it is part of the responsibility of FemPhys to keep this in our minds and to include efforts towards decolonizing our organization in our day-to-day activities.

Purpose

A primary goal of FemPhys is to be inclusive towards and supportive of women interested in physics.

Additionally, we seek to include and support members of all underrepresented groups in the fields of physics and mathematics, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

We invite all those who participate in our events and who communicate with our community at large to help us create a safe and positive experiences for everyone involved.

We've outlined a code of conduct to highlight our expectations for all individuals who participate in our community, as well as the steps to handle unacceptable behavior.

Expected Behavior

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.

If you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, [contact the club](#). No situation is considered inconsequential. If you do not feel comfortable contacting the club at large due to the nature of the incident, you may contact the [FemPhys President](#) or the faculty advisor of FemPhys, [Dr. Melanie Campbell](#).

Self Care in Event Spaces

Participants in FemPhys events are encouraged to take care of themselves and their bodies when and how it is necessary to do so. This means that our events are

- Fart and Burp Safe Spaces: better out than in;
- open to participants coming late and leaving early in a courteous manner;
- accommodating to participants getting up, walking around, stretching, going to the bathroom, et cetera;
- open to comments about the physical environment and making an effort to decrease harmful or negative aspects of it.

Unacceptable Behavior

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community online, at all related events and in one-on-one communications carried out in the context of community business. Community event venues may be shared; please be respectful to all patrons of these locations.

Harassment includes: harmful or prejudicial verbal or written comments related to gender, sexual orientation, race, religion, (dis)ability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including a temporary ban or permanent

expulsion from the community without warning (and without refund in the case of a paid event).

Experiencing Unacceptable Behavior

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify an organizer as soon as possible (contact info below).

Additionally, community organizers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, organizers will also provide escorts as desired by the person experiencing distress.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should contact the faculty advisor of FemPhys, [Dr. Melanie Campbell](#), with a concise description of your grievance.

Scope

We expect all community participants (participants, organizers, sponsors, and other guests) to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications pertaining to community business.

Contact Information

FemPhys

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PHY 104

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document originally taken from the [Women in Computer Science Undergraduate Committee](#), with permission.

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