

## Code of Conduct

The Statistical Society of Canada (SSC) is committed to providing an atmosphere in which personal respect and intellectual growth are valued and the free expression and exchange of ideas are encouraged. Consistent with this commitment, it is the policy of the SSC that all participants in SSC activities enjoy an inclusive environment that is free from harassment, retaliation, and unlawful discrimination. The SSC aims to welcome and support people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.

All participants—including, but not limited to, attendees, statisticians, students, registered guests, staff, contractors, and exhibitors—in any SSC meeting or other activity—whether official or unofficial—agree to comply with all rules and conditions of the activities. Your registration or attendance at any SSC event indicates your agreement to abide by this policy and its terms.

### Expected Behavior

- Model and support the norms of professional respect necessary to promote the conditions for healthy exchange of scientific ideas.
- Speak and conduct yourself professionally; do not insult or disparage other participants.
- Be conscious of hierarchical structures in the SSC community, specifically the existence of stark power differentials between junior and senior statisticians—noting that fear of retaliation from senior statisticians can make it difficult for junior statisticians to express discomfort, rebuff unwelcome advances, and report violations of the conduct policy.
- Be sensitive to body language and other non-verbal signals and respond respectfully.

### Unacceptable Behavior

- Violent threats or language directed against another person
- Discriminatory jokes and language
- Inclusion of unnecessary sexually explicit, violent, or otherwise sensitive materials in presentations
- Posting (or threatening to post), without permission, other people's personally identifying information online, including on social networking sites
- Personal insults including, but not limited to, those using racist, sexist, homophobic, or xenophobic terms
- Unwelcome solicitation of emotional or physical intimacy such as sexual advances; propositions; sexual flirtations; sexually-related touching; and graphic gestures or comments about sex or another person's dress, body, or sexual activities
- Advocating for, encouraging, or dismissing the severity of any of the above behaviors.

Sponsors are also subject to the code of conduct. In particular, sponsors should not use sexualized images, activities, or other material, or otherwise create a sexualized environment.

If you are being harassed, notice that someone else is being harassed, or have any other concerns related to violation of the SSC Code of Conduct, please follow the procedures outlined in the *Process re Anti-Harassment and Anti-Discrimination* document, available at [POLICIES AND PROCEDURES](#).

If a participant engages in harassing behavior at an SSC conference, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. Participants asked to stop any harassing behavior are expected to comply immediately.

We expect participants to follow these rules at all SSC activities, including in interactions with the SSC staff, conference and workshop venues, and conference-related social events, so that all participants can enjoy an engaging exchange of ideas in a welcoming setting.

The *SSC Policy on Anti-Harassment and Anti-Discrimination* may be found at [POLICIES AND PROCEDURES](#).