

# Equity, Diversity and Inclusion

The Department of Chemistry promotes a safe, respectful and inclusive learning and working environment for all members of our community and strives to be a place that is free of discrimination and harassment, sexualized violence, cyberbullying, and all other acts of violence or injustice.

All members of the university community, including faculty members, librarians, staff and students, have rights and responsibilities under, and are expected to familiarise themselves with, the following policies:

- Human Rights, Equity And Fairness
- Discrimination and Harassment
- Sexualized Violence Prevention and Response
- Resolution of Non-Academic Misconduct Allegations

# Rights and Responsibilities

## Rights

- Everyone has the right to work, study and participate in university activities in an environment free of discrimination, harassment and sexualized violence.
- Everyone has the right to be treated fairly (procedural fairness).

## Responsibilities

- Model respectful behaviour.
- Refuse to engage in, or condone, behaviour that is contrary to university policies.
- Actively seek to incorporate principles of respect and consent into all interpersonal and academic relationships at UVic.

# Support and Resources

The **Chemistry Equity, Diversity and Inclusion Committee (Chem EDI)** is here to support all of us.

If you have any comments or concerns, please contact us at [ChemEDI@uvic.ca](mailto:ChemEDI@uvic.ca) or contact any of the committee members listed on the Chemistry website (click on the “Equity & Diversity” button at the bottom right).

The **Equity and Human Rights (EQHR) office** is a campus-wide resource for all UVic community members, providing education, information, assistance and advice in aid of building and supporting an inclusive campus.

# Sexualised Violence

UVic takes sexualized violence seriously and has raised the bar for what is considered acceptable behaviour. We encourage students to learn more about how the university defines sexualized violence and its overall approach by visiting [www.uvic.ca/sexualizedviolence](http://www.uvic.ca/sexualizedviolence).

If you or someone you know has been impacted by sexualized violence and needs information, advice, and/or support please contact the sexualized violence resource office in Equity and Human Rights (EQHR). Whether or not you have been directly impacted, if you want to take part in the important prevention work taking place on campus, you can also reach out:

- Where: Sexualized violence resource office in EQHR; Sedgewick C119
- Phone: 250.721.8021
- Email: [svpcoordinator@uvic.ca](mailto:svpcoordinator@uvic.ca)
- Web: [www.uvic.ca/sexualizedviolence](http://www.uvic.ca/sexualizedviolence)

# Cyberbullying

Bullying happens in many ways including verbal, physical, social, and online through **cyberbullying**.

We encourage you to learn more about **what the law says about online harassment and abuse** in the leaflet “**Is that Legal?**” produced by the Legal Services Society in collaboration with West Coast Legal Education and Action Fund about taking and sharing intimate images, cyberstalking and sexual exploitation.

You can find the leaflet online: <https://lss.bc.ca/publications/pub/legal>