

## STANDARDS OF PROFESSIONAL CONDUCT

### Preamble

The Association is committed to creating an organisation that is equitable, inclusive, and welcoming. To support a safe environment where members, staff and elected officers can carry out their work, the MRFA is also committed to ensuring its operations, events, and workplace are free from harassment, discrimination, and all types of bullying and intimidation. Interactions within the Association are based on mutual respect, understanding, and cooperation.

To support these values, this document outlines standards of professional conduct that participants at Association meetings, retreats, social events, and professional development activities and other MRFA events shall observe. These expectations are consistent with the goals outlined in Article 3 of the MRFA Bylaws and the Association's commitments in Articles 22 and 24 of the Collective Agreement. For further clarity, the Association does not tolerate discrimination or harassment as defined in the Collective Agreement and expects all members to exercise academic freedom in a responsible manner, as outlined in Article 23.5 of the Collective Agreement.

### SCOPE

These Standards apply specifically for MRFA events, meetings, and social activities. They do not apply to complaints or conflicts related to behaviour arising in the workplace, including but not limited to meetings of the academic unit, Faculty Councils, and/or other workplace interactions. Such conflicts and complaints are dealt with in accordance with Collective Agreement Article 22 (Workplace Environment) and any applicable employer policy and then, if necessary, through the grievance procedure outlined in Article 20.

### Expectations

As MRFA members, staff, and elected officers, we commit to one another and to the Association to abide by these Standards of Professional Conduct:

- We respect that others hold differing views from our own
- We engage with a view to understanding other perspectives (not agreeing with them)
- We support and encourage each other
- We acknowledge that our intent does not mitigate impact
- We express our positions and/or feelings and take responsibility for them
- We attempt to resolve conflict through dialogue
- We refrain from engaging in harassing and/or discriminatory behaviour
- We take responsibility for engaging in inappropriate behaviour due to abuse of alcohol or other legal drugs while participating in Association activities, including social events

Should a member believe that these expectations are not being observed, concerns can be raised with [facultyrelations@mrfa.net](mailto:facultyrelations@mrfa.net). Allegations of abusive conduct, including harassment, toward MRFA Staff or MRFA Members may be considered under the Association's Charges and Hearings processes outlined in the Association's Bylaws.

*This policy overrides other policies but works in tandem with the Association's Community Agreements.*

## References

CUPE National. (2019). *CUPE National Code of Conduct 2019*