

## **BMSC Code of Conduct (April 2024)**

As is the case with our member universities (UCalgary, UofA, UBC, SFU and UVic), our WCUMSS strategic plan is grounded in a recognition that equity, diversity, and inclusion (EDI) are core to the work we do and the service we provide to those who visit us for research and education. And our commitment to EDI is manifest in our practices and policies, including our 2024 WCUMSS policy regarding Discrimination, Bullying and Harassment. We expect the highest standards of behaviour from our staff in the service they provide to each other and to you and your colleagues in support of your research and education. And we anticipate that same standard be extended to BMSC staff and others by all visitors. If these standards are not met, the Director reserves the right to take appropriate actions, including training, performance management, or other actions, to ensure we adhere to these standards.

Furthermore, our staff have a mandate to provide technical, operational and administrative support to clients consistent with their position descriptions. Through these position descriptions, we recognize that research, education and work in the unique BMSC environment often requires creativity and flexibility when carrying out our duties. To ensure that BMSC penchant for flexibility in service does not become over-extended, I have directed staff that their duties cannot extend beyond direct support of research and educational functions.

If you have any questions regarding our policies and expectations – or have any concerns that they are not being followed at the BMSC, please contact the Director at your earliest opportunity.