

STATEMENT OF PRINCIPLES FOR MEETINGS & EVENTS

The open exchange of ideas, the freedom of thought and expression and respectful scientific debate are central to the mission of CIFAR. This requires a community that recognizes and respects the inherent worth of every person.

We are committed to providing an environment that is free from harassment, bullying, discrimination and retaliation. This includes pejorative comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity, religious (or nonreligious) affiliation, politics or any other personal characteristics.

We do not tolerate:

- Bullying, intimidation, personal attacks, harassment, vulgar exchanges;
- Repeated and/or sustained disruption of talks or other events;
- Behaviour that interferes with another's full participation;
- Sexual harassment, unwelcome sexual attention, stalking, harassing photographing or photographs or recording or recordings, inappropriate physical contact.

Those who violate these principles may be subject to disciplinary action ranging from dismissal from the meeting to permanent barring from CIFAR activities, as determined on a case-by-case basis by our representatives or leadership.

Adherence to this statement of principles is expected of fellows, associate fellows, program directors, advisors, Canada CIFAR AI Chairs, CIFAR Azrieli Global Scholars, students, staff, board members, donors, reviewers, invited speakers/guests, volunteers, members of the public and anyone else in attendance at CIFAR meetings & events. This code applies both to in-person behaviours and when using any communication channels, including social media. In addition, the code requires all participants, invited guests/lectures, CIFAR program members and staff to respect requests for confidentiality during academic talks.

We believe our statement of principles is essential to the success of our mission. Mutual respect for one another will truly stimulate our best performance.

If you have any questions, or want to report a violation of this code, please contact a CIFAR staff member present at the meeting or event, or email CIFAR's Director of Human Resources at hrteam@cifar.ca with the subject line "Request for Assistance".

*CIFAR's Statement of Principles [Procedures](#) document provides detailed information on the complaint process.

*Adapted from the Simons Foundation's Code of Conduct