

# CODE OF CONDUCT FOR EVENTS

*Revised: April 2026*

## I. Purpose

The Rotman Institute of Philosophy is committed to facilitating productive and enjoyable philosophical discussions among our members and attendees of Institute-hosted events. We aim to host events where participants from diverse backgrounds may learn from and enjoy the company of colleagues in an inclusive and professional environment. Harassment is specifically prohibited.

Harassment is understood as any behavior that is known, or ought reasonably to be known, to threaten or offend another person or group of people. It includes verbal comments, and other forms of conduct, directed against a person or group because of their gender, gender identity or expression, sexual orientation, physical disability, age, religion, native language, race, ethnicity, or any other dimension of diversity. This policy prohibits, among other things, deliberate intimidation, sustained disruption of talks and other events, inappropriate physical contact, and unwelcome sexual attention.

By attending any Rotman Institute event (including in-person, online, and social events) you agree to abide by this Code of Conduct.

## II. Reporting

Each event includes one or two designated Safety Officers responsible for addressing conduct violations. Their names and contact information will be posted on the event page or conference website in advance. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please speak confidentially to the designated Safety Officer(s) for the event.

## III. Consequences of Unacceptable Behavior

Unacceptable behavior from any attendee will not be tolerated. If you are asked to stop inappropriate behavior, you are expected to comply immediately. Depending on the nature of the violation, further action may include:

- A verbal warning;
- Immediate removal from the event without warning and, if applicable, without a refund;
- Submission of a formal misconduct report to the Rotman Institute Executive Committee.

Violations of these guidelines can result in being asked to leave an event or online space, either temporarily or for the duration of the event, or being banned from future events and activities.

## **IV. Guidelines for Discussions at Formal Events**

In formal settings (including colloquia, reading groups, workshops, and conferences) all attendees are asked to follow the guidelines below to help ensure respectful and constructive discussions.

### **Respect others**

- Please attend with an open mind. The goal is not to prove something or show that you are the smartest person there, but to engage with ideas that make all of our thinking better.
- Dismissive, derogatory, or hurtful language, personal attacks, and any form of violence or threats of violence will not be tolerated.
- Do not interrupt or speak over others, and do not speak out of turn.
- Do not answer questions directed at the speaker, let the speaker respond.

### **Ask constructive questions**

- Keep your questions concise and focused on a single topic. Brief follow-up questions to develop a line of thought are welcome, but separate topics should be raised separately.
- Whenever possible, frame criticisms or objections constructively.
- Be mindful of how much time you are taking up during Q&A, so that others have an opportunity to participate.

### **Be inclusive**

- Be aware of how much space you are taking up in the conversation and make room for others, especially those who have not yet had a chance to speak.
- Priority in Q&A is given to graduate students, undergraduate students, and members of the public, as well as attendees from structurally marginalized or underrepresented groups.