

## Expected behaviours

### 1 Be kind to yourself and others

Respect your own limits and those of others. Keep in mind that everyone has different abilities, limitations, values and aspirations.

### 2 Communicate openly and respectfully

Actively listen and be open to other's points of view. Ask questions instead of criticizing and, when necessary, critique ideas, not people.

### 3 Create an inclusive environment for everyone

Give everyone a chance to contribute and express their ideas. Make sure to use a language that can be understood by everyone around you. Don't forget to include indigenous community members in your fieldwork and scientific conversations.

### 4 Act respectfully at all times

Use appropriate language, both verbally and written. Inappropriate and offensive language, images, innuendos, gestures and jokes will not be tolerated.

### 5 Defuse problematic and tense situations as quickly as possible

Make it clear to others how you feel. Keep in mind that actions and words can be offensive to others, even when the intent is not to hurt. If a problematic situation arises, make sure to listen to others, offer a sincere apology if need be, and commit to future improvement.

### 6 Respect the safety and communal life rules of the stations

Keep the premises and equipments clean and in good condition for future users. Participate voluntarily in communal tasks.

## Expected behaviours

### 7 Act as an ambassador of the CEN at all times

Be aware that working in the North and with First Peoples is a privilege. Always act with respect for the land and the community. The CEN has a special relationship of trust with the people of the North which we must all work together to maintain and develop in a positive manner.

No form of violence, harassment  
or discrimination is tolerated at the  
Center for Northern Studies

Unacceptable behaviours include comments, gestures or jokes about gender, ethnic or cultural origin, religion, ability or physical appearance. Indifference, a form of silent discrimination, is also unacceptable. Any form of sexual misconduct or harassment, including sexual images in common areas, is also prohibited at CEN's research stations. Any violation of this code of conduct will be addressed by CEN management and may result in sanctions such as: ineligibility for CEN's events, ineligibility for CEN's grants and awards, denied access to research stations or membership revocation.

This Code of Conduct complements existing local rules and laws. If you witness or experience inappropriate behaviour, it is important to speak promptly with the person involved, contact a trusted person or person in authority for advice, report it to CEN management or file a complaint with the police.

Contact [sandrine\\_hogue-hugron@uqar.ca](mailto:sandrine_hogue-hugron@uqar.ca) to suggest modifications to this evolving document

## At the Center for Northern Studies, we are committed to the following values



### It is everyone's responsibility to

Have a positive attitude

Ensure your own safety and that of others

Make living and working together enjoyable

Demonstrate positive leadership

Prepare properly

Recognize and correct mistakes

Recognize your own successes and those of others

Report problematic situations

## Useful resources

Need advice or help? Do you want to report an issue?  
Here's a list of resources that might be helpful.

Organization	Telephone	email/website
CEN's management	418-656-3340	cen@cen.ulaval.ca
		sandrine_hogue-hugron@uqar.ca

Student support (Universities)		
ULaval	1 418-656-2880	cae@aide.ulaval.ca
UQAR	1 800 511-3382 poste 1530	soutien-psycho-social@uqar.ca
INRS	1 800 361-2433	www.travailsantevie.com
UQTR	1 800 365-0922	service.psychologie@uqtr.ca
USherbrooke	1 819 821-7666	spo@usherbrooke.ca
UMontréal	1 833 851-1363	
UQAC	1 418-545-5011 poste 5617	aide_psycho-sociale@uqac.ca
UQAM	1 514 987-3185	services-conseils@uqam.ca

Other free resources		
Info-santé et Info-social	811	
SOS Grossesse	1 877 662-9666	
COVID-19	1 877 644-4545	
Centre anti-poison du Québec	1 800 463-5060	
Canada Suicide Prevention Service	1 833-456-4566	
Kids Help Phone	1 800 668-6868	
Tel-Jeune	1 800 263-2266	
Drugs: Help and referral	1 800 265-2626	
West Island CALACS (sexual assaults)	1 514 684-2198	
CALACS Rimouski	1 888 707-9400	calacsri@globetrotter.net
Sexual Violence Helpline	1 888 933-9007	