



# Expectations for Behaviour

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*Diversity Circles is housed within BCIT's Respect, Diversity, and Inclusion Office, which is located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and Səlílwataʔ/Selilwitulh (Tsleil-Waututh) Nations.*

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## Purpose

Diversity Circles (DC) brings together knowledge holders and knowledge seekers who reflect the diversity of the community within which we live, learn, and work. As such, our community members will vary in race, colour, ancestry, place of origin, sex, gender identity or expression, sexual orientation, age, religion, political belief, place of origin, ability and more. DC is committed to providing equity-focused, inclusive, respectful, and accessible events free of harassment, discrimination, and bullying for all of our community members. To that end, this document is an explicit statement of expected and prohibited behaviour for DC gatherings.

## Scope

These expectations apply to all attendees, participants, organizers, and speakers in all DC offerings, whether they be online or in person. Expectations set out in this document are *in addition* to the expectations set out in BCIT policies, including but not limited to:

- [Harassment and Discrimination](#)
- [Sexual Violence and Misconduct](#)
- [Student Code of Conduct \(Non-Academic\)](#)

## Expected behaviour

In order to contribute to a respectful and inclusive environment, everyone is expected to:

- Adhere to any event specific guidelines; including those set by guests joining as DC presenters/speakers. This may include instructions such as when and how questions or comments can be made, use of online communication tools, or other guidelines.
- When asking a question or adding a comment, verbally or in text, do so respectfully and thoughtfully.
- Ensure any questions asked are coming from a place of genuine curiosity, and that they are relevant to the topic at hand.
- Understand that impact matters more than intent. Be mindful of how your comments, questions, and behaviour may impact others – regardless of your intent. If something you have said or done, regardless of intent, has caused offense or harm, be prepared to learn and, possibly, to take responsibility and be accountable.
- Be patient and respectful of the fact that community members may have different levels of comfort with the terminology, expressions, and language(s) used.
- Respect confidentiality by not taking photos/screen shots or making unauthorized visual or audio recordings of the event. Only DC organizers or their representatives may do so after first advising participants. Concepts and learnings from DC events can be shared, but personal stories shared by others should not be discussed outside of the event without the individual's express permission.
- Treat other community members with respect while in group sessions, wait to share any criticism of speakers or panelists with DC organizers directly, after the conclusion of their presentation.



## Prohibited Conduct

Prohibited conduct includes any comments, gestures, or behaviour which a reasonable person would consider disrespectful, uncivil, or harmful. This includes but is not limited to the following:

- Harassment, discrimination, or bullying (see definitions in BCIT’s Harassment and Discrimination Policy).
- Offensive comments or behaviour, including [microaggressions](#), related to gender identity or expression, sex, sexual orientation, disability, mental illness, neuro(a)typicality or neurodiversity, physical appearance, body size, age, race, colour, place of origin, nationality, immigration status, language, religion or lack thereof, or other aspects of identity.
- Questioning, undermining, or challenging someone’s stated self-identity or chosen labels, or the lived experiences of marginalized people in the community.
- Making comments or raising questions which are unrelated to the topic at hand, which derail the conversation, or which monopolize the speakers’ or participants’ time.
- Deliberate misgendering or use of “[dead name](#)” or rejected name.
- Any comments that deny the existence of racism, discrimination, or oppression, or support of “reverse”-isms, including “reverse racism,” against marginalized groups.
- Cultural appropriation, i.e. the unacknowledged or inappropriate adoption of the practices, customs, or aesthetics of a social or ethnic group by members of another group.
- Name-calling, swearing, or yelling.
- Gratuitous or off-topic comments of a physical nature, sexual nature, sexual gestures, solicitations, or advances.
- Actual, threatening, or incitement of violence.
- Physical contact without consent.
- Continued one-on-one communication after requests to cease.

## Reporting concerns

Be mindful of your surroundings and of your fellow participants. Alert DC organizers if you notice anyone in distress and/or a potential violation of these expectations, even if it seems minor.

Anyone found to be engaging in prohibited conduct or impeding the intended goals of the event or initiative will be in violation of the expectations for behaviour. If DC receives a complaint about a participant’s conduct, DC will take steps to moderate that individual’s ability to comment and/or interact with other participants as is appropriate given the offending behaviour. If the behaviour continues or further complaints are received, DC will take further action which may include limiting that individual’s ability to participate in, or attend future DC events.

## Seeking Support

Mental health and wellness supports are available for BCIT students through [Counselling & Student Development](#) and for staff and faculty through [Homewood Health](#).

If you have experienced discrimination or harassment while studying or working at BCIT please contact the [Respect, Diversity, and Inclusion](#) office.

[BCIT Indigenous Initiatives Elders](#) are the keepers of Indigenous knowledge. They encourage and promote understanding and respect for Indigenous perspectives, culture, and values across BCIT campuses and beyond. Indigenous Elders can be engaged by emailing [gathering\\_place@bcit.ca](mailto:gathering_place@bcit.ca). Please contact them well in advance to ensure their availability.