

Code of Conduct

UHACK 2024

Preamble

Under the [Policy on Civility and Good Conduct](#), the [Regulation to Prevent and Combat Harassment and Discrimination](#), and the [Policy to Prevent and Combat Sexual Violence](#) at UQO (host institution), the UHACK 2024 team is committed to maintaining a respectful environment for members of the student community, partners, and mentors participating in the event.

This code of conduct also refers to the guidelines applicable during social events developed by the [Office of Intervention and Prevention in Harassment Matters](#).

Definitions (excerpted from the two policies and the regulation previously cited)

Civility and Good Conduct

Civility and good conduct are defined as behaviors that contribute to maintaining the established norms of mutual respect in the workplace, study, and research environment. It is a set of conduct rules aimed at the well-being of the group, including honor, integrity, respect, collaboration, moderation, politeness, kindness, courtesy, discretion, and savoir-vivre.

Incivility or Misconduct

Incivility or misconduct is a violation of the basic rules of life in society (honor, integrity, respect, collaboration, moderation, politeness, kindness, courtesy, discretion, and savoir-vivre) that creates significant discomfort in the workplace, study, and research environment and has a negative impact on morale, efficiency, productivity, motivation, and the atmosphere of work, study, and research.

Incivility or misconduct may also involve a violation of regulations, policies, or directives.

Harassment

"Harassment" includes, among other things: psychological harassment, discriminatory harassment, and sexual harassment.

Psychological Harassment

Psychological harassment is vexatious conduct that can manifest through repeated behaviors, words, writings, acts, or gestures that are hostile or unwanted, hurtful, or offensive from one person to another and have the effect of undermining the dignity or psychological or physical integrity of a person and can result in a harmful work or study environment for that person. These vexatious behaviors can be carried out by a single person or a group of people.

Discriminatory Harassment or Discrimination

Discriminatory harassment or discrimination is vexatious conduct that can manifest through behaviors, words, writings, acts, or gestures aimed at distinguishing, excluding, or demeaning a person or denying or compromising certain rights related to any of the grounds on which it is legally prohibited to discriminate (sex, gender identity or expression, pregnancy, sexual orientation, marital status, age, religion, political beliefs, language, ethnic or national origin, race, color, social condition, disability, or the use of a means to accommodate this disability) or a similar ground.

Sexual Harassment

Sexual harassment is vexatious conduct that can manifest through behaviors, words, writings, acts, or gestures of a sexual nature.

Scope

This code of conduct applies to:

All activities within the framework of UHACK 2024, including workshops, presentations, demonstrations, participant projects, teamwork, and social activities;

any form of exchange, verbal or written, on any platform, including social networks.

Commitments

Every person participating in UHACK 2024 commits to demonstrating civility and good conduct;

Participants, partners, or mentors who engage in incivility, misconduct, or engage in psychological, discriminatory, or sexual harassment will be excluded from UHACK 2024 and/or face other sanctions;

Victims and/or witnesses of harassment are encouraged to report it to an organizer.