

Code of Conduct Policy

Guided by values of trust and accountability, collaboration and innovation, interdependence, service, and truth and reconciliation, COPPUL leverages resources, expertise, and infrastructure across member libraries to enhance teaching, learning, student experience and research on our campuses. COPPUL's work is advanced through collegial efforts by library employees across its member and affiliate network.

Diversity, equity and inclusion are woven through COPPUL's [purpose, values and strategic priorities](#), and COPPUL is committed to fostering a safe, respectful and inclusive environment for all members. A foundation of respect and inclusion fosters trust, collaboration and shared accountability, and ensures that COPPUL's activities reflect, and are sensitive to, diverse member needs, perspectives and lived experiences. COPPUL does not tolerate discrimination, bullying or harassment in any form.

The COPPUL Code of Conduct Policy applies to COPPUL-specific activities such as committees, working groups, communities of practice, board and council meetings, and events, whether in-person or virtual. COPPUL community members share responsibility for fostering a collaborative consortium environment free from discrimination, bullying, and harassment. When engaging in COPPUL activities, members are expected to treat one another with respect and dignity, including listening to and acknowledging diverse perspectives, and must refrain from engaging in discrimination, bullying, or harassment.

In the context of this policy:

- **Discrimination** means unjust or prejudicial treatment based on any of the prohibited grounds set out in the [BC Human Rights Code](#): Indigenous identity, race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, gender identity or expression, or political belief.
- **Bullying and harassment** includes any inappropriate conduct, including comments, by a person towards another that the person knew or reasonably ought to have known would cause the other to be humiliated or intimidated. For detailed definitions and examples, see the B.C. Public Service's "[Define Discrimination, Bullying and Harassment](#)".

Members who experience an incident of discrimination, bullying, or harassment may report the incident to the applicable group or event lead (e.g. the chair of the meeting or committee), the COPPUL Executive Director, or, if the Executive Director is implicated in the incident, the Chair or Vice-Chair of the COPPUL Board of Directors. In the case of COPPUL online or in-person



events, an ad-hoc Code of Conduct Committee may be designated, with committee members announced in advance, in which case members may contact a Code of Conduct Committee member to report an incident.

Every conduct report will be taken seriously. COPPUL will make every effort to address reports promptly and to reduce the burden on the complainant as much as possible in finding a resolution. COPPUL may take any action deemed appropriate to support resolution. Serious or repeated breaches of this code of conduct could result in expulsion from COPPUL meetings, events, committees, working groups or communities of practice.

Questions?

Questions about this policy may be directed to the COPPUL Executive Director.

Approved by COPPUL Board of Directors: 3 December 2025

Date of Next Review: December 2027