



# Graduate Student Association for Neuroscience Community Agreement

Updated May 2021

## Land Acknowledgement

"McGill University is situated on the traditional territory of the Kanien'kehà:ka, a place which has long served as a site of meeting and exchange amongst nations. We recognize and respect the Kanien'kehà:ka as the traditional custodians of the lands and waters on which we meet today."

## Purpose of GSAN Community Agreement

This community agreement serves as a guideline for how members of the GSAN community (i.e., the GSAN Committee and its student constituents) will work together and interact with one another in GSAN community spaces. The goal is to make fostering a safe environment for everyone a collective responsibility. The agreements herein are developed, reviewed, and executed by the 2020-2021 GSAN Committee.

## To Contact Us

As members of the GSAN Committee, we will keep an open mind and allow ourselves to embrace differences, change, and growth. Therefore, should you have any questions, comments, or suggestions, please do not hesitate to contact us through email at [GSAN.MCGILL@GMAIL.COM](mailto:GSAN.MCGILL@GMAIL.COM).

## Agreement

### **One Speaker at a Time**

- Every member deserves the time and platform to express their thoughts and concerns without interruption. Listen in an active and non-judgmental way when others are speaking.

### **Respect Opposing Beliefs**

- Not everyone shares the same beliefs and ideologies as you do. It is important to respect the thoughts and beliefs of other members without passing judgement. Every member has something to contribute to the conversation with different embodied experiences than your own.
- When disagreeing with or challenging other people's opinions, avoid personal attacks and instead focus on bettering the proposed ideas without directing negativity to others.

### **Acknowledge Diversity**

- People in the group may differ in cultural background, sexual orientation, and/or gender identity or gender expression. There will be no clemency for insensitive or careless remarks.
- Everyone is invited to share their preferred gender pronouns with the group, e.g. by including them in brackets after their name on Zoom.

### **Embrace Questions**

- Questioning spurs ingenuity in solving problems as a team. Not only does it strengthen relationships between team members, it helps prepare for unpredicted outcomes in the future.
- Acknowledge that mistakes and experiencing discomfort is part of the learning process. We must allow space for curiosity and creative thinking.

## **Other Policies and Regulations**

As McGill students, all members of the GSAN community are expected to abide by [McGill's relevant policies and regulations](#), including the [Code of Student Conduct and Disciplinary Procedures](#), in addition to the specific standards of behaviour listed above.

## **Reporting Violations of the Community Agreement**

If you believe an individual has violated the Community Agreement while participating in a GSAN event or online community, you may report your concerns through one of the following avenues:

- Speaking directly to a GSAN Executive Member in person or through email at [GSAN.MCGILL@GMAIL.COM](mailto:GSAN.MCGILL@GMAIL.COM).
- Reporting your concerns by submitting an [online report](#), with the option of remaining anonymous.

## **Consequences of Violations of the Community Agreement**

Individuals who violate the GSAN Community Agreement may:

- Receive a **single** warning, after which they are expected to immediately stop the problematic action or behaviour.
- Be asked to leave the event, if the event where the violation occurred is still ongoing.
- Be subject to restrictions of their participation in future GSAN events and/or GSAN's online community spaces.

Violations involving breaches of McGill's policies and regulations are also subject to McGill's disciplinary procedures. Individuals who report violations of the GSAN Community Agreement will have the option, at their own discretion, to report the violation to McGill's disciplinary avenues. If the reporting individual wishes to pursue this avenue, they will be referred to the GSAN Advocacy Officer ([GSAN.ADVOCACY@GMAIL.COM](mailto:GSAN.ADVOCACY@GMAIL.COM)), who will provide them with information about their options and support through the reporting process.