

Guidelines

for a respectful and inclusive Volt-Age community

Contact: volt-age.edi@concordia.ca

Respect and Dignity

Treat everyone with empathy, kindness, and professionalism. Use inclusive language, avoid assumptions about others, and clarify misunderstandings with care.

Valuing Differences

Celebrate the diversity of cultures, disciplines, and lived experiences within our community. Each person's unique perspective strengthens collaboration and creativity.

Flexibility

Recognize that people think, communicate, and process information differently. Be patient, allow varied participation styles, and respect requests for accommodations

No Tolerance for Discrimination

Harassment, intimidation, or discrimination based on identity, ability, or background have no place at Volt-Age. Be mindful of microaggressions and respect boundaries.

Inclusive Communication

Listen actively, give space to quieter voices, and ask questions before assuming. Provide constructive feedback focused on ideas, not individuals, and share credit generously.

Privacy and Consent

Safeguard personal information and respect the confidentiality of shared discussions. Always obtain consent before recording, quoting, or sharing others' work or images.

Accountability and Learning

Mistakes happen — respond with humility, apologize, and adjust your behavior. Support others when you witness disrespect, and seek mediation when needed.

Support and Reporting

If you witness or experience a violation of these principles, contact a trusted Volt-Age representative or the designated office. Reports are confidential and handled carefully.

Collaboration Through Care

Approach all interactions with openness and curiosity rather than defensiveness. Value learning as much as outcomes, and celebrate collective rather than individual success.

Shared Responsibility

Our strength is in our diversity and commitment to respect. Following these principles ensures everyone feels valued, safe, and empowered to contribute.