

As an organization, we have two major goals: a research goal and a training goal. Our research goal as a lab is to uncover new fundamental aspects of cell biology, some of which are relevant to human biology, health and well-being, as well as to pursue specific translational avenues to improve treatments for patients with specific diseases, with a particular focus on cancer. Our training goal is to develop the next generation of scientists by promoting multiple aspects of scientific and professional development, with the goal of enhancing opportunities for trainees to pursue diverse careers that include yet extend well beyond academic research.

### **Lab code of conduct**

A key goal is that everyone feels valued and welcome. We have a diverse group of people who bring different skills, background, and strengths. I am happy all of you are here, I care about you as human beings, and I want you to feel happy to be here.

We are aware and respectful of the fact that Toronto is in the 'Dish With One Spoon Territory'. The Dish With One Spoon is a treaty between the Anishinaabe, Mississaugas and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect.

I expect us all to be respectful of each other. We do not tolerate harassment, belittlement, or discrimination of any kind. As members of the Toronto Metropolitan University, we agree to adhere to the Toronto Metropolitan University Workplace Civility and Respect Policy, as defined here: <https://www.ryerson.ca/policies/policy-list/workplace-civility-respect-policy/>

Our Lab-specific Code of Conduct and Core Values statement is as follows:

- All members of the research group agree to conduct themselves in a professional manner and demonstrate respectful behaviour to all other members of the group when interacting in the context of a research group activity, whether this interaction takes place in our research facility, on university campus or elsewhere.
- Harassment of any kind, whether on the basis of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices will not be tolerated. Sexual language and imagery are not appropriate.
- All members of the research group are considered equals and every team member's opinion will be thoughtfully considered.
- All team members will speak respectfully to each other, and team members agree to not talk down to each other. All lab members will listen without interrupting during meetings and agree to hold no side or competing conversations.
- Lab members agree that should any conflict arise with (another) team member(s), that the conflict should first be addressed in a respectful and professional manner with the person(s) with whom the conflict exists. Should a resolution to this conflict not be possible, team members agree to discuss the matter with Dr. Antonescu or other

individuals indicated, and to not resort to behaviour that is unprofessional or disrespectful of other team members.