

# Equity-Diversity and Inclusion policy of the RQR

## I. Background

Le Réseau Québécois en reproduction (RQR) is a network of researchers and trainees seeking to broadly promote their scientific research in reproduction. In this context, the RQR believes that the diversity of its members is both a strength and an asset, and that it is critically important to offer a learning and work environment that values equity, diversity and inclusion for its members.

## II. Commitment and objectives of the Committee

This policy aims to promote equity, diversity and inclusion within the RQR. Its goal is to create an environment of study and work in which individual differences are recognized and valued.

The RQR is opposed to any discrimination based on age, culture, ethnicity, disability, sex, religion or sexual orientation. The RQR endeavors to provide all its members an environment of study and work free of all forms of discrimination. The RQR encourages all members who feel discriminated or harassed to report their concerns to their home institutions or to the RQR Diversity Committee to seek redress.

The objectives of the RQR Diversity Committee are to:

- Ensure and promote respect and equity for all members
- Encourage members to treat each other with fairness and respect
- Fight discrimination and protect those at risk of inequality and harassment
- Organize activities to promote equity, diversity, and inclusion in the RQR
- Provide resources on the RQR website
- Promote that recruitment is done according to the skills required of the position and the work environment

## III. Sanctions

The RQR wishes to remind its members that they are bound by the policies of their home institutions.

- **Université de Montréal**  
<https://secretariatgeneral.umontreal.ca/documents-officiels/reglements-et-politiques/>  
[https://secretariatgeneral.umontreal.ca/public/secretariatgeneral/documents/doc-officiels/reglements/administration/adm10\\_35-politique-adaptation-diversite-culturelle.pdf](https://secretariatgeneral.umontreal.ca/public/secretariatgeneral/documents/doc-officiels/reglements/administration/adm10_35-politique-adaptation-diversite-culturelle.pdf)
- **INRS - Armand Frappier Santé Biotechnologie**  
<http://www.inrs.ca/universite/gouvernance/documents-normatifs>

[http://www.inrs.ca/sites/default/files/inrs/recherche\\_developpement/Equite/Enonce\\_Principes\\_INRS\\_CRC.pdf](http://www.inrs.ca/sites/default/files/inrs/recherche_developpement/Equite/Enonce_Principes_INRS_CRC.pdf)

- **McGill University**  
<https://www.mcgill.ca/secretariat/policies-and-regulations>  
[https://www.mcgill.ca/equity\\_diversity/links/toolbox/policiesandlaw](https://www.mcgill.ca/equity_diversity/links/toolbox/policiesandlaw)
- **Université du Québec à Trois-Rivières**  
[https://oraprdnt.uqtr.quebec.ca/pls/public/gscw031?owa\\_no\\_site=5324&owa\\_no\\_fiche=121&owa\\_bottin=](https://oraprdnt.uqtr.quebec.ca/pls/public/gscw031?owa_no_site=5324&owa_no_fiche=121&owa_bottin=)
- **Université Sherbrooke**  
<https://www.usherbrooke.ca/recherche/fr/organisation/equite/>
- **Université Laval**  
<https://www.rh.ulaval.ca/chaieres-de-recherche-du-canada>  
<https://www.ulaval.ca/la-recherche/unites-de-recherche/chaieres-de-recherche-du-canada-equite-diversite-inclusion.html>

#### IV. Applications

The RQR will inform members that this equity, diversity, and inclusion policy is in place and that they must comply with its requirements. The policy will be accessible to all members on the RQR website.

This policy is in effect as of July 2<sup>nd</sup>, 2019 and will be reviewed annually.

Last update: January 2021