

OAME/AOEM Code of Conduct

1. Purpose and Scope

This Code of Conduct applies to online and public communications made by members, volunteers, presenters, and other participants whenever they represent or could reasonably be perceived as representing OAME/AOEM. This includes, but is not limited to:

- OAME/AOEM members, volunteers, and leadership
- OAME/AOEM speakers, presenters, and panelists
- Attendees at in-person and virtual events and meetings, including individuals engaged on social media connected to OAME/AOEM social media accounts.
- OAME/AOEM exhibitors, sponsors, and vendors.
- Posting or sharing content that displays the OAME/AOEM name, logo, event materials, or other identifiers (e.g., badges, merchandise, conference slides).
- Referring to OAME/AOEM membership, positions, or roles within the organization.
- Using “OAME” or “AOEM” in usernames, bios, hashtags, or captions.

In such cases, members are expected to uphold the values of professionalism, inclusion, and respect outlined in this Code of Conduct. Public statements or actions that undermine these values may be addressed under this policy, even if they occur outside OAME/AOEM-managed platforms.

OAME/AOEM is committed to fostering a professional, ethical, and inclusive environment that promotes the advancement of mathematics education and aligns with the Ontario College of Teachers’ Ethical Standards of care, respect, trust, and integrity.

2. Professional Conduct When Engaging with OAME/AOEM Members and at OAME/AOEM Events, Conferences, and Workshops

Respect, Inclusion, and Equity

- Engage in professional dialogue that honours different perspectives in mathematics education.
- Treat all individuals with fairness, dignity, and respect, regardless of gender, race, ethnicity, ability, socioeconomic status, or mathematical background.
- Avoid exclusionary language or behaviour.

Academic Integrity & Ethical Teaching Practices

- Ensure all research, resources, and teaching practices being shared are accurate, evidence-based, and transparent.
- Acknowledge sources of ideas and resources, respecting intellectual property.

Professional Collaboration & Open-Minded Inquiry

- Embrace multiple ways of knowing and learning mathematics, including Indigenous, culturally responsive, and community-based approaches.
- Foster a professional environment in all OAME/AOEM activities (in person and online) where critical thinking, creativity, and diverse problem-solving are valued.
- Remain open to constructive feedback and engage in professional learning.

Respectful Engagement & Collaboration

- Support a culture of mathematical curiosity and professional discourse at all OAME/AOEM events.

Zero Tolerance for Harassment or Discrimination

- No verbal abuse, personal attacks, intimidation, or harassment will be tolerated.
- Avoid language or conduct that belittles participants' mathematical abilities or professional contributions.
- Uphold the ethical principles of trust, integrity, care and respect in all professional interactions (as per OCT Ethical Standards).

Exhibitor & Sponsorship Guidelines

- Exhibitors must align with [OAME/AOEM's values](#) in their marketing and engagement strategies.
 - "Suitcasing" (unauthorized solicitation and advertising during OAME/AOEM events) is strictly prohibited.
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3. Responsible Sharing and Engagement in OAME/AOEM Spaces

OAME/AOEM encourages the exchange of ideas to support professional learning and enhance mathematics education. Whether you are sharing original content or engaging with the work of others:

- Ensure that visual aids, slides, and digital resources are accessible and inclusive.
- Respect privacy laws when using student work, learning analytics, or classroom data in presentations.
- Share and respond in context - Accurately represent the intent of the content when sharing or commenting on it.
- Give credit - Acknowledge original creators when sharing slides, articles, videos, or ideas by tagging or naming them clearly.
- Respect boundaries – If a presenter, author, or participant asks that something not be shared (in part or in full), honour that request.

- Engage with integrity – Whether you’re posting, sharing, or responding, ensure your engagement reflects OAME/AOEM’s values of inclusion, professionalism, and constructive dialogue.
 - Protect our reputation – Public posts referencing OAME/AOEM should uphold our commitment to respectful discourse and improving mathematics education for all.
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4. Ethical Use of Content

- Presentations, resources, or examples—especially those referencing geopolitical, cultural, or social content—must be used with clear pedagogical intent and awareness of context.
 - Avoid endorsing or opposing political movements or causes unless the content is directly relevant to mathematics education.
 - Ensure all shared examples and graphs are accompanied by transparent context, source credibility, and sensitivity to the audience.
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5. Online Conduct & Virtual Events

- Maintain professionalism and ethical engagement in OAME/AOEM’s online platforms (forums, webinars, social media, etc.).
 - Encourage respectful discourse about different mathematical teaching methodologies.
 - Do not spam participants during and after virtual events.
 - Avoid sharing confidential student or research data and images without proper permissions.
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6. Reporting Violations & Enforcement

The enforcement of this Code exists to uphold the safety, integrity, and inclusivity of OAME/AOEM spaces. The goal is not to punish but to ensure that all members can participate in a respectful and professional environment. We believe in education, dialogue, and fair process. Where conduct falls short of the standards outlined here, OAME/AOEM Executive will address concerns in a manner that is proportionate, transparent, and focused on restoring trust within the community.

- Participants who experience or witness violations of this Code of Conduct should report concerns to OAME/AOEM leadership or event organizers.
- Reports will be handled confidentially, and individuals found violating this Code may face some or all of the listed consequences :
 - Warnings or removal from events/publications
 - Suspension or revocation of OAME/AOEM membership
 - Legal action
 - Reporting to outside agencies if necessary.

The Board of Directors recognizes that the code of conduct needs to reflect the evolving nature of the profession. This code of conduct will be reviewed every two years by the Board of Directors. This code of conduct is subject to change at the discretion of the OAME/AOEM executive committee.