

The Centre for High-Throughput Phenogenomics (CHTP) is committed to providing a respectful and equitable working environment, free from discrimination and harassment.

1/ CHTP staff will support all users regardless of their academic affiliation, previous experience working with imaging equipment, and educational background. Our aim is to help each user elevate their research knowledge and technical skillset through education, hands-on training, and coaching.

2/ Physical and psychological safety in the CHTP is prioritized. We aim to maintain an accident-free lab, and request that users participate in lab safety to protect themselves and others from chemical and biological hazards. We also request that all users engage in thoughtful and respectful discussions with staff and others, free of language and ideas that may be offensive.

3/ The CHTP provides an inclusive environment for all, including diverse perspectives and backgrounds (e.g. gender, sexual orientation, culture, ethnicity, religion, ability, etc.). The CHTP Director and staff aim to assist every user to achieve their academic/research goals, and welcome CHTP users to be their authentic selves.

4/ The CHTP supports users of all abilities. Should anyone need accommodations, please discuss with the CHTP Director and/or staff, and we will work together to find the best resolution. Accessibility benefits everyone.

5/ The CHTP values self-care and mental health, and recognizes that time spent maintaining physical and mental health will benefit everyone over the long term. The CHTP is closed outside of business hours to allow the staff time for self-care. We encourage all CHTP users to disconnect from their research work at the end of each day/week to promote good mental and physical health. For those experiments that require off-hours access, arrangements can be made for users to access the equipment independently, but staff will not be available to assist.

6/ The Centre for High-Throughput Phenogenomics is situated on the traditional, ancestral, and unceded territories of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sḵwxwú7mesh (Squamish), and səlilwətał (Tseil-Waututh) nations. We support the UBC Indigenous Strategic Plan, and have included land acknowledgements to communicate the unceded status of the lands on which the CHTP resides (Action 7). The CHTP upholds UBC's zero tolerance for racism, sexual violence, cultural violence, or any other forms of discrimination against Indigenous people (Action 43).