



## The Federation of Community Social Services of BC: Event Code of Conduct

All Event participants have the right to a safe and enjoyable experience. The Federation will not tolerate any communication or behaviour that demeans, intimidates, threatens, abuses, or harasses anyone at its events.

All participants at the Event, regardless of their employer, their position, their perspectives, or priorities:

- will treat others, and be treated, in a respectful, understanding and cooperative manner;
- will behave in a manner that is respectful to other participants and their guests;
- will not do anything that threatens the health, safety, security, or dignity of other participants or their guests.

The Federation strives to make our events safe and inclusive spaces. Whatever your background, identity, or ability – you are welcome.

Prohibited grounds of harassment and discrimination include age, gender, race, religion, colour, national origin, ethnic origin, ancestry, citizenship, sexual orientation, place of origin, marital status, or family status, or as defined by the Charter of Rights and Freedoms.

Harassment is considered action as defined in the [Canadian Human Rights Act](#) and [British Columbia Human Rights Code](#) including, but not limited to:

- Unwelcome remarks, jokes, innuendo, or taunts about a person's body, attire, age, marital status, ethnic, or religious origins/beliefs;
- Display of offensive or derogatory pictures;
- Practical jokes which cause awkwardness or embarrassment;
- Leering or other gestures;
- Condescension or paternalism which undermines self-respect;
- Any unwelcome physical, sexual, or verbal conduct;
- Verbal abuse or threats;
- Unwanted touching, patting, or other physical contact;
- Unwanted sexual favour,
- Suggestive or offensive comments or gestures emphasizing sexuality, sexual identity, or sexual orientation;
- Persistent unwelcome invitations or requests, whether direct or indirect, and;
- Conduct or comments which create an intimidating, hostile, or offensive environment, whether intended to or not.

Any complaint arising from a breach of this code of conduct should be reported as soon as is practical to:

- The event manager; in the case where the event manager is unavailable or the complaint relates to the event manager,
- Federation senior staff (Directors); in the case where the complaint relates to the Federation senior staff,
- The Federation Executive Director; in the case where the complaint relates to the Federation Executive Director,
- The Federation Board of Directors.

All complaints will be treated as confidential unless disclosure is required in order to further respond or investigate the matter. In such instances, permission to disclose will be sought from the individual making the complaint.

An Incident Report will be completed for complaints, situations, or circumstances involving Federation staff or members. A copy of this report will be provided to the individual making the complaint.

Responses to complaints will adhere to Federation policies and procedures ensuring fairness, transparency, and confidentiality.

The Federation reserves the right to assess whether an individual's behaviour is consistent with these conduct expectations and, based on that assessment, the right to bestow, deny, revoke, or limit participation in activities of the Federation.

The Event Code of Conduct applies to all participants at an Event organized by the Federation, including but not limited to Federation staff, event partners, invited guests, event attendees, speakers, exhibitors, and venue staff.

The Event Code of Conduct applies before, during, and after the event in any and all communications (written, verbal, digital, or in-person) related to an individual's participation in the event, whether through an official channel provided by the Federation for such purposes, publicly accessible social or messaging platforms, or in private correspondence.

The consumption of alcohol or drugs is not an excuse for breaching this Code of Conduct.

This Code of Conduct is not to replace applicable human rights and other legislation; its intent is to enhance the rights and obligations of participants in Federation events.

By completing registration for the event, participants indicate that they have read, understood, and agree to this Code of Conduct.

Last updated: October 30, 2024