

Code of Conduct for the Conference on Diversity in Engineering

The Canadian Federation of Engineering Students aims to promote inclusive and respectful environments where all students feel safe, welcome, and valued. To accomplish this, the CFES expects students to behave in an inclusive and respectful manner befitting a future engineer.

CDE is dedicated to providing a harassment free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants in any form. Sexual language is not appropriate for any conference venue, including talks.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, age, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. This includes posting derogatory pictures, slurs or otherwise of speakers, staff, or any other CDE attendees on social media channels. Participants asked to stop any harassing behavior are expected to comply immediately.

Individuals in the sponsor booths, or similar activities are also subject to the anti-harassment policy. In particular, individuals should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a hostile and/or offensive environment.

By attending a CFES conference, you commit to:

- Value other people's experiences;
- Embody a spirit of respect and fellowship;
- Maintain respectful communication regardless of disagreements;
- Have an open mind for new ideas and information;
- Refrain from behaving in a manner that degrades, insults, or otherwise negatively affects others;
- Support your peers; and
- Grow and develop professionally, academically, and socially.

The CFES is based on the combined effort, dedication, and commitment of its students. Abiding by this Code of Conduct actively contributes to building a better CFES and promotes positive CFES environments.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please report this to the Incident Reporting System. Failure to follow the Code may result in

consequences ranging from verbal reprimand to expulsion from the current and future CFES events. The attendee's academic institution may also be contacted.

By clicking the box provided you are confirming that you have:

- Read the CFES Conference Code of Conduct;
- Understand the Code and appreciate its importance to your personal experience and the experience of others;
- Agree to actively follow the Code; and
- Encourage and support others in doing the same.