# Code of Conduct

As we move many of our interactions online, it’s important to remember that the code of conduct applies everywhere. It can be tempting to hide behind the anonymity of virtual platforms.

* We expect our community to behave in the same manner it would at our in-person events, and to respect the code of conduct outlined below.
* We will not tolerate any online harassment, of any kind;
* We will take swift action to remove you from our virtual platforms and events should you act in a way that contravenes the spirit of our code.

*“People should not be [treated badly because of] who they are, who they love, where they come from, or how they pray.” – Sacha Baron Cohen*

**We expect our attendees, speakers, partners, volunteers and collaborators to do the following when participating in any of our events:**

1. We communicate in a manner appropriate to a professional audience coming from diverse backgrounds.
2. We are sensitive to the needs of others, use good judgement, and treat others with respect.
3. We refrain from intentional harassment of others.
4. We comply immediately with direct requests to stop a behaviour that is considered harassment, or deemed unwelcome. Specifically, we do not initiate or engage in the following:
   * Offensive verbal comments or jokes related to gender, sexual orientation, disability, language, physical appearance, body size, race, or religion.
   * Presentation of sexual images that may be triggering or offensive to specific members of the community.
   * Unwanted photography or recording of a specific individual.
   * Sustained disruption to proceedings.
   * Ignoring the identified gender and preferred pronouns of a participant.
5. When we observe an instance of harassment, we contact a member of the conference organizing team immediately.
6. If the conference organizers ask us to leave due to a violation of the above points, we will do so immediately, quietly, and without drawing attention to the situation.

**The conference team reserves the right to maintain the anonymity of the victim in all instances. By participating in today’s event, you agree with this policy and understand that the well-being of the victim is the organizing team’s top priority.**

## Understanding the Code

### What is harassment?

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, or religion; sexual images in public spaces; deliberate intimidation; stalking; non-consensual photography or recording; sustained disruption of event proceedings; inappropriate physical contact; public shaming (as provocation or retaliation); and unwelcome sexual attention.

Exhibitors, speakers, sponsors, partners and volunteers are all subject to the Code of Conduct. Exhibitors should take particular care to avoid the use of sexualized images, language, or activities in their promotional material and activities.

Be careful in the words that you choose:

* Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.
* Do not assume the preferred pronoun of those around you.
* Excessive swearing is inappropriate for professional events.

### Contact Information

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the event team immediately. Please contact the Event team at [TMB.ESDC@hrsdc-rhdcc.gc.ca](mailto:TMB.ESDC@hrsdc-rhdcc.gc.ca).