

## **Event Code of Conduct / Anti-Harassment Policy 2021 - 2022**

This event Code of Conduct applies to all virtual and in-person events. All attendees, participants, staff, volunteers, organizers, speakers, partners, sponsors, vendors are required to adhere to the following code of conduct.

We expect our community to conduct themselves in a professional manner and to respect the code of conduct outlined below. This code will be enforced throughout our events to ensure a safe environment for everyone.

Any behavior that contravenes the spirit of New Media Manitoba Event Code won't be tolerated. We expect that everyone should show respect and courtesy to each other at our events.

We prohibit any form of bullying, harassment, maltreatment, unreasonable discrimination on grounds of:

- ancestry, including colour and perceived race
- nationality or national origin
- ethnic background or origin
- religion or creed, or religious belief, religious association, or religious activity
- age
- sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy
- gender identity
- sexual orientation
- marital or family status
- source of income
- political belief, political association, or political activity including publicly sympathizing with hate groups or endorsing political beliefs that contradict our values; deliberate misgendering, using inappropriate pronouns, or use of deadnames.
- physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device
- social disadvantage

Harassment of any form will not be tolerated at our events.

### **What is harassment?**

Harassment is abusive and unwelcome behaviour that degrades, demeans, humiliates, or embarrasses a person. It is a form of discrimination when it is based on one of the protected grounds (ancestry, sex, religion, etc, or other protected category mentioned above). The person experiencing the harassment may have informed the harasser the behaviour is unwelcome or the behaviour may be deemed unwelcome if a reasonable person in those circumstances would view it that way.

Harassment includes but is not limited to: offensive verbal behaviour (comments, innuendo, jokes, threats, deadnaming, misgendering), gestures and other non-verbal behaviour (touching or unnecessary physical contact), visual forms of harassment (posters, videos), physical behaviour (pushing, shoving), electronic harassment (emails, text messages, displaying graphic images), sustained disruption of talks or other events; and unwelcome sexual or physical/virtual attention, unwelcome sexual solicitations or advances.

### **What to do if harassed or witness harassment?**

- If you can, make it clear to the harasser that their behaviour is unwelcome.
- Keep a record of the incident(s) including a description of unwanted behaviour, times, places, and witnesses.
- Anyone who is asked to stop any harassing behavior, is expected to comply immediately.
- If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning or expelling the offender from an event with no refund and they may be banned from subsequent events and membership. The person who has been asked to leave due to harassment must do so immediately, quietly, and without drawing attention to themselves during the encounter and afterwards.
- If you are being harassed, notice that someone else is being harassed, or have any other concerns, you can contact the event organizers present at the event for assistance or [report an incident anonymously here](#).

- You could also send an email to Louie Ghiz, New Media Manitoba's Executive Director at [louie@newmediamanitoba.com](mailto:louie@newmediamanitoba.com).

### **Why is this policy important?**

Harassment at events and in online communities is unfortunately common. Creating an official policy aims to improve this by making it clear that harassment of anyone for any reason is not acceptable within our events and communities.

This policy may prevent harassment by clearly defining expectations for behavior, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one.

### **License and Attribution:**

This policy is influenced by The Human Rights Code of Manitoba Human Rights Commission, the Manitoba Women in Tech Meetup Group Event Code of Conduct and the DMG Code of Conduct.

**Please Note** that registration for an NMM event constitutes consent for audio/visual recordings to be uploaded on the NMM YouTube channel and other NMM social channels for non-commercial purposes.