



Anti-Discrimination and Harassment Policy for All CanREA Events

All participants (including without limitation, CanREA staff, members, speakers, sponsors, volunteers, or any of their guests or other attendees) at CanREA events are required to comply with this policy. We expect cooperation from all participants to help ensure a safe and respectful environment for everyone.

CanREA is dedicated to providing a discrimination and harassment-free event experience at its events for everyone, regardless of ancestry, place of origin, colour, ethnic origin, citizenship, creed, record of offences, marital status, family status, gender, gender identity and expression, age, sex, sexual orientation, disability, physical appearance, race or ethnicity. We do not tolerate discrimination or harassment by event participants or our staff on any of these grounds, in any form.

Harassment includes, without limitation, (a) offensive verbal comments related to ancestry, place of origin, colour, ethnic origin, citizenship, creed, record of offences, marital status, family status, gender, gender identity and expression, age, sex, sexual orientation, disability, physical appearance, race, or ethnicity, (b) posting sexual images in public spaces, and (c) deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Sexual language and imagery is not appropriate in connection with any CanREA event, including in talks, workshops, parties, Twitter and other online media.

Reporting an Incident

If you are being discriminated against or harassed, or notice that someone else is being discriminated against or harassed, contrary to this policy, or you have any similar or related concerns, please contact a CanREA staff member and report it, immediately. All complaints will be treated seriously.

Disciplinary Action

Participants who are asked by CanREA staff to stop any discriminatory or harassing behaviour are expected to immediately comply.

All reports of discrimination and harassment will be directed immediately to CanREA's leadership team who may consult with and engage other CanREA staff, leaders, and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances.

CanREA event participants violating the above rules may be, among other things, (1) sanctioned or expelled from the event without a refund, and (2) prohibited from attending any future CanREA events, as determined by CanREA in its sole discretion.