



### **AdvantAge Ontario Professional Development and Event Code of Conduct \*\***

AdvantAge Ontario aims to provide a safe, productive, and welcoming environment for all meeting/event participants and AdvantAge Ontario staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, AdvantAge Ontario staff members, service providers, and all others are expected to abide by this Code of Conduct. It applies to all meetings and events hosted by AdvantAge Ontario, whether held virtually or in person.

AdvantAge Ontario has zero-tolerance for any form of discrimination, harassment, or violence. If you experience harassment or hear of any incidents of unacceptable behavior, AdvantAge Ontario asks that you inform AdvantAge Ontario at [education@advantageontario.ca](mailto:education@advantageontario.ca)

For instances of physical violence, contact hotel security and an AdvantAge Ontario staff member immediately.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form, or any behaviour that interferes with the enjoyment of other participants.
- Violence including physically or verbally threatening a person, verbal or written abuse and physical attacks.
- Abuse of any attendee, speaker, volunteer, exhibitor, AdvantAge Ontario staff member, service provider, or other meeting guest.
  - Examples of abuse include, but are not limited to, (i) verbal comments that are negatively related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin; (ii) inappropriate use of nudity and/or sexual images in public spaces or in presentations, (iii) hitting, shoving, pushing or kicking a person(s) or (iv) threatening or stalking any attendee, speaker, volunteer, exhibitor, AdvantAge Ontario staff member, service provider, or other meeting guest.

In addition, participants are asked to adhere to the following rules:

- Disruption of presentations during in-person or virtual sessions, in the exhibit hall, or at other events organized by AdvantAge Ontario is strictly prohibited. All participants must comply with the instructions of the moderator and any AdvantAge Ontario event staff.
- Presentations, online chat postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. AdvantAge Ontario reserves the right to remove such messages and potentially ban sources of such solicitations.

AdvantAge Ontario reserves the right to take any action that it deems necessary and appropriate, including immediate removal from the applicable meeting/event without warning or refund, in response to any incident of unacceptable behavior, and AdvantAge Ontario reserves the right to prohibit attendance at any future meeting, virtually or in person.