



## The Ontario SPCA and Humane Society Events Code of Conduct

The Ontario Society for the Prevention of Cruelty to Animals (“Ontario SPCA and Humane Society”) is committed to creating a safe, productive, and harassment-free environment for all. The Events Code of Conduct applies to any person, guest, registrant, speaker, vendor, or exhibitor (“Attendee”) who is present at any meeting, conference, or event (“Event”) of the Ontario SPCA and Humane Society. We expect all attendees to conduct themselves in a manner characterized by professionalism, courtesy, and respect. Your attendance at, or participation in any Ontario SPCA and Humane Society event means you agree to this Code of Conduct; including, but not limited to, guests, speakers, sponsors, exhibitors, volunteers, and Ontario SPCA staff.

### THE QUICK VERSION

The Ontario SPCA and Humane Society is dedicated to providing a harassment-free event experience for everyone, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex (including pregnancy and gender identity), sexual orientation, disability, age, marital status (including same-sex partners), family status, receipt of public assistance (in accommodation only), and/or record of offences (in employment only). We do not tolerate harassment of attendees in any form. The Ontario SPCA and Humane Society reserves the right to refuse entry to or remove any party from the event at any time. Furthermore, Ontario SPCA and Humane Society employees are expected to abide by not only this Event Code of Conduct, but also the Ontario SPCA and Humane Society Workplace Harassment and Sexual Harassment Policy.

### THE LESS QUICK VERSION

Harassment includes any behavior that a reasonable person would find intimidating, hostile or offensive, such as lewd, overtly sexual comments, sexual images in public spaces, deliberate intimidation, online stalking, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

The Ontario SPCA reserves the right to refuse entry to or remove any party from the in-person or online events at any time. All determinations are at the sole discretion of The Ontario SPCA and Humane Society, and the decision of the leading Ontario SPCA representative will be final. Severe breaches of this Code of Conduct may result in disqualification from participating in future events and/or notification of law enforcement.

If you have questions about this Code of Conduct or witness or are subject to inappropriate behaviour, you may notify any event organizer from the Ontario SPCA and Humane Society staff or email [conference@ontariospca.ca](mailto:conference@ontariospca.ca). If you witness or are subject to behaviour that constitutes an immediate or serious threat to public safety or a criminal act, please call 911 (or your local police authority) immediately.

The Ontario SPCA staff event organizers will be happy to help assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

We value your cooperation to help ensure a safe in-person and online environment for everybody.

*Last updated: August 26, 2021*