

Code of Conduct

Canadian Queer Chamber of Commerce ([CQCC](#)) is committed to fostering a shared space where all attendees can feel included, respected, and supported in being fully themselves. We ask that everyone join us in working to create an environment where care, curiosity, and accountability guide how we show up with one another.

All attendees are required to agree to the CQCC 10th annual Black and White Gala's Code of Conduct and commit themselves to being respectful in all CQCC 10th annual Black and White Gala's spaces and in their interactions with all attendees. Individuals who harass, discriminate, or engage in disorderly conduct are subject to disciplinary action. Violations to the Code of Conduct can result in the immediate ejection of individuals from the CQCC 10th annual Black and White Gala, at the discretion of organizers, and without a refund. Perpetrators may also be subject to legal action.

Discrimination and harassment based on aspects of an individual's identity, including but not limited to gender, sexual orientation, race, ethnicity, religion, disability etc. will not be tolerated at the CQCC 10th annual Black and White Gala. Disorderly conduct including disruptive and threatening behaviour will also not be tolerated.

Examples of violations to the CQCC 10th annual Black and White Gala Code of Conduct include:

- 1. Harassment** - unwanted physical, verbal, or non-verbal conduct that violates a person's dignity or creates an intimidating, hostile, degrading, uncomfortable, or toxic environment.

Examples of harassment include, but are not limited to:

- i. threatening remarks or gestures
- ii. sexual assault
- iii. gender-based insults or jokes
- iv. inappropriate or unwelcome comments about a person's physical attributes or appearance
- v. Intentional misgendering or questioning someone's gender identity
- vi. Harmful or prejudicial comments
- vii. Incitement of violence
- viii. Deliberate "outing" of someone's gender identity or sexual orientation without consent

- 2. Sexual Harassment** – a form of harassment involving sexual comments, conduct, or sexual solicitations or advances where the comment or conduct is known or ought reasonably to be known to be unwelcome.

Examples of sexual harassment include, but are not limited to:

- i. unwelcome, offensive comments that are sexual in nature
- ii. unwelcome physical contact, such as touching, patting, or pinching

- iii. requests for sexual favours

3. Discrimination - treating people differently or adversely because of one or more of the facets of their identity such as race, ethnicity, gender, gender expression, sexual orientation, disability, religion etc.

Examples of discrimination include, but are not limited to:

- i. jokes about groups of people based on identity
- ii. purposefully excluding someone based on their identity

4. Disorderly Conduct - behaviours that disrupt the proceedings of the conference, disturb the peace, or present a safety hazard to CQCC 10th annual Black and White Gala attendees or the general public.

Examples of disorderly conduct include, but are not limited to:

- i. disruptive behaviour due to intoxication
- ii. aggressive or threatening behaviour
- iii. any behaviour that places oneself or others in danger

Expected Behaviour

At CQCC we embody our core values of community, collaboration, Equity, Diversity and Inclusion, integrity, as well as bravery and boldness. As such, we expect that those attending our 10th annual Black and White Gala will engage in expected behaviour that align with these values including through:

Consent

- Always ask first before proceeding such as, but not included to:
 - Before physical contact (e.g., hugs)
 - Before photographing or recording individuals
 - Before identifying and sharing with others that someone is 2SLGBTQI+ outside of our CQCC 10th annual Black and White Gala

Inclusive Language

- Practice care and respect in conversations
- Avoid making assumptions about people's identities, pronouns, access needs, and/or experiences
- Use gender-neutral language where possible (e.g., "everyone," "folks," "friends") especially when referring to groups or individuals you don't know
- Respect pronouns and names which you'll find on name badges among all participants.

Accountability

- Be accountable for your words and actions
- Understand that intention does not erase impact, focus on how your behaviour affects others and not on how it was meant



- Hold yourself and others accountable for upholding these standards of conduct, and be a role model for others

Maintaining Health & Wellbeing

- If you're feeling unwell, please stay home or in your hotel room.
- Masks will be available at the registration desk for anyone who wishes to wear one.
- Please avoid wearing scented products, while we can't guarantee a scent-free space we are aiming to ensure a scent-reduced event.

If you require immediate assistance, please speak with Paige Harlock or Jason Seguya. They should be able to assist and connect you with a designated person who will be able to provide further assistance. **In the case of an emergency, call 911.**

To foster a safe and inclusive event, all participants are encouraged to report each incident to a CQCC director when you witness or experience incidents that breach the Code of Conduct, including harassment, discrimination, and disorderly conduct. When reporting, please include any relevant details, background context, or other information that may be used to better understand and resolve the situation, documenting what happened in as much detail as possible. Please be advised your identity will not be shared with the offending person(s) when submitting a report, unless required by law or required to comply with an investigation requested by the person who experienced harassment or discrimination.

We take reports of harassment, discrimination, and disorderly conduct seriously. By adhering to the Code of Conduct, you can help encourage a safe and inclusive environment for everyone in attendance.