

# Code of Conduct for Events

The Liberal Party of Canada is committed to providing a safe, respectful and welcoming environment for all, regardless of race, national or ethnic origin, colour, religion, sex, gender identity or expression, sexual orientation, age or mental or physical disability.

This Code of Conduct identifies the standard of behaviour expected of all event participants, as well as the consequences of unacceptable behaviour. It applies to all events and event-related activities.

All event participants, including registrants, speakers, staff, volunteers, observers, guests, media and others, are expected to help us maintain a positive event experience for everyone.

## Expected Behaviour

**Participants must conduct themselves at all times in a manner consistent with the values of the Liberal Party of Canada.**

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behaviour.
- Be mindful of your surroundings and of your fellow participants.
- Alert event organizers if you witness unacceptable behaviour.

## Unacceptable Behaviour

- Unacceptable behaviour includes intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct.
- Harassment is a course of vexatious comment or unwelcome conduct.
- Harassment includes offensive oral or written remarks, gestures, display of images or other conduct that demeans, belittles, insults, derides or humiliates an individual or group, or that perpetuates or reinforces pejorative stereotypes.
- Sexual harassment is vexatious comment or unwelcome conduct because of sex, sexual orientation, gender identity or expression.
- Sexual harassment includes unnecessary physical contact, unwanted touching, intrusive sexual questions, comments of a sexual nature, comments about bodies or appearance, and unwelcome sexual solicitations or advances.
- Inappropriate disruption of meetings or events.

## What to do if you are Subject to or Witness Unacceptable Behaviour

Please notify an event organizer immediately. They will help contact the appropriate officials with the Liberal Party of Canada, security, or law enforcement; they can help arrange to safely escort you or others if needed, or they can otherwise assist you with the situation at hand. Event organizers can be identified by their Staff Badge. If you see, overhear or experience a violation of this Code of Conduct during a virtual event, and would like to report a violation, you may email us at [lib2021@liberal.ca](mailto:lib2021@liberal.ca). You can also file an anonymous report by phoning (toll free) 1-844-689-1737.

## **Consequences of Unacceptable Behaviour**

Unacceptable behaviour will not be tolerated. Event organizers may take any action they deem appropriate, including immediate expulsion without refund, and potential involvement of law enforcement officials.