

PhysSec Education

Policy on Code of Conduct and Accessibility

0.0 General

0.1 Purpose

The purpose of this policy is to set out guidelines on acceptable behaviour for members of the organisation and participants in events of the organisation, in order to promote a safe and welcoming environment for everyone.

0.2 Definitions

0.2.1 “Organisation” or “the organisation” means PhysSec Education.

0.2.2 “Identifiable group” means a group of people identified by characteristics described in section 318 of the Criminal Code of Canada, as well as a prohibited grounds of discrimination in the Canadian Human Rights Act.

1.0 Principles

1.1 No Harassment

No member or participant shall harass another member or participant. Harassment includes, but is not limited to:

- a. Offensive comments directed at a person or a group of people on the basis of membership in an identifiable group
- b. Intimidation, stalking, following
- c. Photography or recording with the intention of making a person uncomfortable, or where the accused should have known the person would be uncomfortable
- d. Sustained disruption of talks or other activities directed at a person or a group of people on the basis of membership in an identifiable group
- e. Inappropriate sexual contact
- f. Unwelcome sexual attention
- g. Actual or threatened violence
- h. Maliciously and knowingly bringing a false charge against a member or participant under this policy
- i. Harassment that occurs in person, online, or by proxy.
- j. Acts described in section 264 of the Criminal Code of Canada.

1.2 Accessibility

1.2.1 The organisation and all of its members are expected to comply with the Accessibility for Ontarians with Disabilities Act.

1.2.2 The organisation’s website and all its events will be designed with accessibility in mind, and all accommodations will be provided to members and participants to the point of undue hardship.

1.2.3 The organisation will ensure its members involved in organising and running events are trained in compliance with the Accessibility for Ontarians with Disabilities Act.

2.0 Investigations and Sanctions

2.1 Investigations

- 2.1.1 Investigations for alleged violations of this policy will be conducted by, if appointed, the Ombudsperson of the organisation, and if not, the Board of Directors.
- 2.1.2 All complaints for alleged violations of this policy shall be kept confidential in perpetuity, unless the complainant has agreed to the complaint being made public. Response to a complaint might have to be limited if full confidentiality is desired by the complainant.
- 2.1.3 At the end of their investigation, the person or persons conducting the investigation shall present a report in an open meeting of the Board of Directors and suggest sanctions or corrective action they deem appropriate.
- 2.1.4 The accused person, if one exists, will have speaking and voting rights in this meeting, and all reasonable accommodations to allow them to attend will be provided including adjusting the date and time of the meeting to allow them to attend.
- 2.1.5 The Board of Directors will then decide on the appropriate sanction or corrective action.

2.2 Emergencies

- 2.2.1 Anyone asked to stop behaviour in violation of this policy is expected to comply immediately. In situations where the violation of this policy is egregious and requires immediate action, participants may be immediately asked to leave the event or venue, without a refund if an admission fee was charged.
- 2.2.2 If appointed, the Ombudsperson, if not, the Board of Directors will conduct a review of the actions taken under paragraph 2.2.1 within 30 days and follow the regular process for investigating alleged violations of this policy.

3.0 Reports

- 3.1 Every member or participant is encouraged to make a report under this policy where they suspect a violation has occurred.
- 3.2 This policy and a means to report alleged violations will be made available on the organisation's website.