



## **INDIGENOUS RESOURCE OPPORTUNITIES CONFERENCE** **CODE OF CONDUCT**

The Indigenous Resource Opportunities Conference is dedicated to providing a safe, harassment-free environment for all participants. All participants are required to agree with the following Code of Conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

We invite you to help us make this conference a place that is welcoming and respectful for all participants, regardless of race, gender, age, sexual orientation, disability, physical appearance, body size, national origin, ethnicity, or religion. We do not tolerate harassment of conference participants in any form.

We expect all participants — attendees, speakers, sponsors, exhibitors, organizers and volunteers — to treat others with respect and abide by the following Code of Conduct at all times throughout the conference. This includes social events at off-site locations, online activities and social media before, during and after the conference itself.

### **Unacceptable Behaviour**

- Harassment (see full definition below)
- Intimidation, deliberate stalking or following
- Abuse
- Discrimination
- Use of sexualized language, images, or clothing (including in presentations, slides, and speaker content)
- Possession and/or use of illegal substances
- Possession of an item that can be used as a weapon causing harm to others

### **Our definition of harassment includes:**

- Unwelcome or hostile behaviour, including verbal or written comments that intimidate, create discomfort, or interfere with a person's participation in the conference
- Unwelcome physical contact
- Unwelcome sexual attention

### **Consequences of Unacceptable Behaviour**

Participants asked to stop unacceptable behaviour are expected to comply immediately. Participants who violate the Code of Conduct may be expelled from the conference and related activities without a refund and/or banned from future events at the discretion of the organizers.

### **If You Experience or Witness Unacceptable Behaviour**

We need your help to keep the conference community safe, accountable and responsible. If you experience or witness any forms of unacceptable behaviour, please bring your concerns to the immediate attention of conference staff (who will be wearing easily identifiable conference badges) or email us at [info@bciroc.ca](mailto:info@bciroc.ca).

Conference staff will be happy to assist those experiencing harassment to feel safe for the duration of the conference.