

CHBA-ER Event Code of Conduct



In order to participate in CHBA-ER events, all attendees, speakers, sponsors, and volunteers must agree to abide by this code of conduct (“Code of Conduct”). CHBA-ER reserves the exclusive and sole right to enforce its code of conduct.

Expected Behaviour

In order to support an environment that builds community and positive connections, the following behaviours are expected of all participants in CHBA-ER events:

- Be present and participate actively.
- Be mindful of your surroundings and of your fellow participants.
- Act with respect towards everyone you encounter, including event and venue staff.
- Exercise consideration in your speech and actions.
- To support a participatory learning environment for everyone, be mindful of how much time you use (e.g. in discussions or Q&A sessions).
- Behave in accordance with professional standards (such as this Code of Conduct, your respective employer’s policies, and applicable law).

Unacceptable Behavior

Harassment, bullying, microaggressions, intimidation, and/or insinuations that are hurtful or interfere with any other attendee’s experience or participation are unacceptable behaviours. Examples of unacceptable behaviour include but are not limited to the following:

- Demeaning, discriminatory, or harassing behaviour or speech, including but not limited to personal insults, sexist, racist, homophobic, transphobic, ageist or ableist language or any language that insults or demeans the characteristics of a person.
- Inappropriate physical contact: you must have someone’s consent before touching them.
- Language that implies exclusion or derogation of a person on the basis of the person’s immutable characteristic; for example, asking a participant where they are “really from”; assuming a person’s spouse or partner is of the opposite gender; deliberately using the wrong pronoun to refer to an individual.
- Unwelcome sexual attention, including sexualized comments or jokes, inappropriate touching, groping, or sexual advances.
- Deliberate intimidation, stalking or following.
- Sustained disruption, including during talks and presentations.
- Displaying sexually explicit or violent material including in presented materials (e.g. slides, presentations, talks) or in informal settings or on personal devices (e.g. on your phone).
- Violence, threats of violence, or violent language directed against another person or group.
- Possession of dangerous or unauthorised materials such as explosives, firearms, weapons or similar items.
- Bullying includes repeated verbal abuse; verbal, non-verbal or physical conduct of a threatening, intimidating or humiliating nature; or the sabotage or undermining of a person’s performance.
- Theft or inappropriate removal or possession of property.
- Use, distribution, sale, or transfer of illegal drugs.
- Any other illegal activity or forms of harassment not covered above.

Canadian Home Builders’ Association – Edmonton Region

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chbaedmonton.ca

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CHBA-ER reserves the right in its sole discretion, to determine what constitutes unacceptable behaviour and what actions it will take to address incidents that occur.

Consequences of Unacceptable Behavior

Unacceptable behaviour will not be tolerated at CHBA-ER events. Anyone asked by a CHBA-ER staff member or affiliate to stop engaging in unacceptable behaviour is expected to comply immediately. If a participant engages in unacceptable behaviour or fails to comply with expected behaviour at any time during the sponsored event, CHBA-ER may take any action it deems appropriate, including but not limited to removing the participant from the event without a refund, banning them from attending future events, and informing their employer.

What to do about Unacceptable Behavior

If you witness or are subjected to unacceptable behaviour or have any other concerns at a CHBA-ER event, notify a CHBA-ER staff member as soon as possible. If you have questions in advance of the event regarding the Code of Conduct or its implementation, please email Laura Bruno, CHBA-ER CEO, at lbruno@chbaedmonton.ca.

Agreement

In line with and in consideration for my participation in a CHBA-ER event, I accept and will adhere to the Code of Conduct when participating in such an event. I understand that CHBA-ER may take any action it deems appropriate, including removing me from the event without a refund, should I fail to adhere to this Code of Conduct.