

August 2023

CODE OF CONDUCT FOR CWSS-SCM MEETINGS

The Canadian Weed Science Society – Société canadienne de malherbologie (CWSS-SCM) is committed to ensuring that the annual meeting is a welcoming and inclusive space for sharing ideas and knowledge. To this end, the society will provide a safe and productive environment that promotes equal opportunity and treatment for all participants and that is free of harassment and discrimination.

This code of conduct applies to all CWSS-SCM meeting attendees, speakers, exhibitors, staff, contractors, volunteers, and guests; and it applies only to sponsored events at and during a CWSS-SCM meeting.

What is Harassment?

Under the Canadian Government's Policy on Harassment Prevention and Resolution, harassment is defined as improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the *Canadian Human Rights Act* (i.e. based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and pardoned conviction).

All forms of harassment are prohibited. Among the behaviours that will not be tolerated are the following:

- Speech that is offensive and/or considered harassment under the definition above.
- Deliberate intimidation, stalking, following, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention.

Harassment intended in a joking manner nevertheless constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

Reporting Harassment

Any harassment, whether experienced directly or witnessed, should be reported promptly to a member of the Organizing Committee, CWSS President or the CWSS First Vice-President.

If the situation feels or seems imminently unsafe, remove yourself from the threat and call venue security or local police immediately.

All complaints will be taken seriously and responded to promptly. Confidentiality will be maintained to the extent that it does not compromise the rights of others.

What We Will Do

Once we have received a harassment complaint, the Organizing Committee, CWSS President or the CWSS First Vice-President will promptly form an investigative committee and follow due process, which may include:

- Meet privately with the complainant to discuss the details of the situation they encountered
- Meet with the alleged offender

- Consult with the complainant before taking any action
- Seek appropriate professional resources as appropriate

If, after investigation, the committee finds that a violation of this Policy has occurred, it will report findings to the CWSS President and determine what action should be taken. CWSS reserves the right to remove an individual from the meeting without warning or refund, prohibit attendance at future meetings, and notify the individual's employer.

For any questions about the policy, please contact CWSS at: cwss.scm.assistant@gmail.com

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