

# Banff Forum Community Code of Conduct

## 1. Purpose

The Banff Forum is dedicated to fostering safe and inclusive spaces for everyone. We recognize and encourage the expression of a diversity of views and opinions so long as they are shared respectfully. We are committed to providing a friendly, positive and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religious beliefs.

This Code of Conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behaviour.

The Code of Conduct applies to all Banff Forum programming and events, online and off.

We invite all those who participate in the Banff Forum – community members, conference and event attendees, speakers, sponsors, volunteers, guests, and staff – to help us create safe and positive experiences for everyone.

## 2. Expected Behaviour

We promote an environment whereby people interact in a way that is respectful of the [Canadian Human Rights Act](#).

The following behaviours are requested and expected of all Banff Forum community members:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of the Banff Forum community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow participants. Alert Banff Forum staff or Board members if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that Banff Forum event venues may be shared with members of the public; please be respectful to all patrons of these locations.

## 3. Unacceptable Behaviour

The following behaviours are considered harassment and are unacceptable within the Banff Forum community:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcome sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behaviour.
- Sustained disruption of community events, including talks and presentations.

#### 4. Consequences of Unacceptable Behaviour

Unacceptable behaviour from any Banff Forum community member, including sponsors and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a community member engages in unacceptable behaviour, Banff Forum staff and board members may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

#### 5. Reporting Guidelines

If you are subject to or witness unacceptable behaviour, or have any other concerns, please notify Banff Forum staff or board members as soon as possible. **All reports will be kept confidential.** In some cases, we may determine that a public statement will need to be made. If that's the case, the identities of all victims and reporters will remain confidential unless those individuals instruct us otherwise.

Additionally, Banff Forum staff and board members are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behaviour feel safe.

#### 6. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify the Banff Forum Board of Directors with a concise description of your grievance. Your grievance will be handled respectfully in accordance with our existing governing policies.

#### 7. Scope

We expect all community participants (speakers, sponsors, guests, volunteers, staff, and board members) to abide by this Code of Conduct in all Banff Forum community venues—online and in-person—as well as in all one-on-one communications pertaining to Banff Forum business.

#### 8. Contact Information

Roxanne Duncan, Executive Director, Banff Forum  
rduncan@banffforum.ca

Julie Quenneville, président, conseil d'administration du Banff Forum  
Julie.Quenneville@muhc.mcgill.ca

\*\*\*

#### *License and Attribution*

*This Code of Conduct is distributed under a [Creative Commons Attribution-ShareAlike license](#). Portions of text are derived from the [Stumptown Initiative](#), [AlterConf](#), [Django Code of Conduct](#) and the [Geek Feminism Anti-Harassment Policy](#).*