



Canadian Association for Population Therapeutics **CAPT ACTP Association canadienne pour la thérapie des populations**

Canadian Association on Population Therapeutics Code of Conduct

The Canadian Association on Population Therapeutics (“CAPT”) is committed to fostering a professional and collegial environment at all our events. To achieve this goal, we ask all board members, speakers, staff, attendees, volunteers, and participants at CAPT events, meetings, and conferences whether in-person or virtual to abide by the following code of conduct (“Code”).

This Code aims to clearly set out principles, values and standards of behaviour to guide the conduct of people who meet at CAPT events/meetings, including virtual settings, as well as associated activities, such as, but not limited to, social media. We welcome all people from diverse backgrounds and expect them to treat all with respect regardless of but not limited to race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, place of work, or belief. CAPT values its position as a meeting place for stakeholders from a range of backgrounds and wishes to maintain the diversity of views, expertise, opinions, backgrounds, and experiences in an environment that is respectful and harassment-free. Members and participants, while representing diverse backgrounds, skills and experiences, will have an equal voice. Members and participants will not always agree with one another on all issues, but debates will be conducted in an atmosphere of mutual respect and courtesy. Discussions should be open, thoughtful, and considerate of the multitude of views and opinions and differing perspectives should be heard, valued, and considered. Ideas may be critiqued; CAPT will not permit personal attacks prior to, during, or following any event.

By registering for a CAPT event, the registrant is agreeing that harassment or disrespectful conduct does not belong at any CAPT event. Examples of unacceptable behaviour that breaches the Code include, but are not limited to:

- Biased, demeaning, intimidating, coercive or harassing/hostile conduct or commentary
- Unwelcome behaviour that demeans or embarrasses a person for any reason
- Personal attacks
- Offensive or inappropriate remarks, gestures, material, or behaviour
- Sustained disruption of a speaker
- Intentionally interrupting or talking over others
- Inappropriate jokes or cartoons including racial or ethnic slurs
- Grouping or isolating
- Yelling, belittling, or reprimanding
- Aggressive behaviour
- Damaging gossip or rumours
- Sexual harassment or unwanted attention
- Unwarranted or unwanted physical contact
- Social media disparagement
- Reprisals as a result of making a complaint under this Code

In light of this Code, we notify all CAPT members and participants that if any leader, facilitator, or event official directs you to stop a behavior, drop a direction of questioning, or abandon a course of

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comments you must comply immediately. If CAPT members or participants fail to uphold the Code and do not comply with requests by any leader, facilitator, or event official they will be asked to physically leave an in-person event and will be muted and may be removed from a virtual event. Failure to abide the Code on multiple (more than one) occasion may result in a person being banned from further involvement with CAPT.

If you are concerned a Code violation has occurred, we encourage you to reach out to CAPT executive personally or leave an email concern at (admin@capt-actp.ca). When a conduct concern is raised the CAPT board will determine further action.

For any questions about this policy, please contact (admin@capt-actp.ca).

This policy was adopted in December 2022 and updated most recently on (January 5, 2023).