

Community Code of Conduct and Anti-Harassment Policy

The Canadian Women's Chamber of Commerce Community and Membership is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all Canadian Women's Chamber of Commerce Community and Membership spaces, including live events, digital chats, and the Circle platform, both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Community and Engagement Team.

Some Canadian Women's Chamber of Commerce Community and Membership spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like *"*hug*"* or *"*backrub*"*) without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.

- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

Canadian Women's Chamber of Commerce Community and Membership prioritizes marginalized people’s safety over privileged people’s comfort. The Community and Engagement Team reserves the right not to act on complaints regarding:

- ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’
- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you.”
- Communicating in a ‘tone’ you don’t find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions

Reporting

CanWCC has a third party who is the initial contact: Leena Sharma from [Mending the Chasm](#).

1. A CanWCC member experiencing or witnessing an issue reaches out to Leena via an email at leena@mendingthechasm.ca or schedules a 30-minute call via this [calendly link](#).
2. During this 30-minute call, Leena will hold space for the community member(s) to provide details on the experience they have had in community that they are seeking support for.
3. Please note: there is NO GUARANTEE OF CONFIDENTIALITY. It’s our intention to protect privacy, but resolution may demand the involvement of specific people.
4. Leena considers the information provided by the caller and recommends a solution.

This code of conduct applies to the Canadian Women's Chamber of Commerce Community and Membership spaces, but if you are being harassed by a member of the

Canadian Women's Chamber of Commerce Community or Membership outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by the Canadian Women's Chamber of Commerce Community and Members seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The abuse team reserves the right to exclude people from the Canadian Women's Chamber of Commerce Community and Membership based on their past behaviour, including behaviour outside the Canadian Women's Chamber of Commerce Community and Membership spaces and behaviour towards people who are not in the Canadian Women's Chamber of Commerce Community and Membership.

In order to protect our team from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of the Canadian Women's Chamber of Commerce Community and Membership members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant engages or has engaged in harassing behaviour, the Community and Engagement Team may take any action they deem appropriate, up to and including expulsion from all Canadian Women's Chamber of Commerce Community and Membership spaces and identification of the participant as a harasser to other Canadian Women's Chamber of Commerce members or the general public.

Any paying member who is expelled from the Canadian Women's Chamber of Commerce community and membership spaces who may be an Annual Member will have their membership terminated immediately and will not be eligible for a refund.