



BC NATURAL RESOURCES FORUM

Our Resources - Our Future

BC NATURAL RESOURCES FORUM **CODE OF CONDUCT**

The BC Natural Resources Forum is dedicated to providing a safe, harassment-free environment for all participants. All participants are required to agree with the following Code of Conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Our Conference is dedicated to providing a harassment-free experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, experience, or religion (or lack thereof). We do not tolerate harassment of Conference participants in any form. Sexual language and imagery are not appropriate for any Conference venue, including anything communicated during the content of the virtual Conference, on social media or any other online outlets.

Unacceptable Behaviour

- Harassment (see full definition below)
- Intimidation, deliberate stalking or following
- Abuse
- Sustained disruption of presentations or other events
- Harassing photography or recording
- Inappropriate physical contact
- Discrimination
- Use of sexualized language, images, or clothing (including in presentations, slides, and speaker content)

Our definition of harassment includes:

- Unwelcome or hostile behaviour, including verbal or written comments that intimidate, create discomfort, or interfere with a person's participation in the conference
- Unwelcome sexual attention
- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, marital status, disability, physical appearance, body size, race, age, national origin, ethnic origin, religion, or religious belief
- Displaying sexual or racist images
- Advocating for, or encouraging, any of the above behaviours

Consequences of Unacceptable Behaviour

Participants asked to stop unacceptable behaviour are expected to comply immediately. Participants who violate the Code of Conduct may be expelled from the conference and related activities without a refund and/or banned from future events at the discretion of the organizers. Event organizers retain the right to take actions to maintain a welcoming environment for all participants. This includes warning the offender or expulsion from the event with no refund (when applicable).

If You Experience or Witness Unacceptable Behaviour

We need your help to keep the conference community safe, accountable, and responsible. If you experience or witness any forms of unacceptable behaviour, please bring your concerns to the immediate attention of conference staff or email us at info@bcnaturalresourcesforum.com.

You can make a report in-person or anonymously. Please note we cannot follow up on an anonymous report with you directly, but we will fully investigate and take actions where necessary to prevent a recurrence.

In-person reporting When taking an in-person report, conference staff will ensure you are safe and cannot be overheard. Staff may involve a second staff member to ensure your report is managed properly. Once safe, we'll ask you to tell us what happened. We realize this process can be upsetting and encourage you to bring someone with you for support. All reports will be kept confidential and will be handled respectfully. You will not be asked to confront anyone, and your identity will remain confidential. If required, staff will assist you in contacting venue security, local law enforcement, or local support services, provide escorts, or otherwise help you feel safe for the duration of the event. We value your attendance.

Retaliation Is Prohibited We will not tolerate any form of retaliation against persons who file a complaint, serve as witnesses, or otherwise assist in the investigation. Retaliation is a serious violation of this policy and, like harassment or discrimination itself, may be subject to removal from the event and any future events.