Glebe Community Association Code of Conduct

The GCA and its volunteers are committed to the goal of creating a safe, inclusive and positive environment for all community members and everyone who participates in our activities. We are neighbours and friends, and are involved in the GCA to advocate for a liveable, diverse and sustainable urban neighbourhood. This Code of Conduct outlines the ways we work together and the expectations we have of one another in enabling such an environment.

This Code applies to everyone attending or participating in a GCA event or activity including meetings, consultations and other public events, as well as communication, written or verbal ("participants").

A GCA participant:

1. **Acts respectfully of others**

    a. uses respectful language and tone of voice when communicating with others
    b. is respectful of the time allotted for meetings and activities
    c. allows others equal opportunity to share their viewpoints

.

2. **Respects the GCA goal of being inclusive and welcoming of all members of the community**

    a. uses inclusive and positive language, carefully avoiding words that could be considered hurtful or discriminatory, or that exclude members of the community
    b. is careful to avoid words or actions that could make other members of the community feel unwelcome
    c. recognizes that all comments, viewpoints and contributions consistent with this Code are equally welcome

3. **Avoids aggressive or abusive behaviour of any kind**

    a. is calm and considerate, particularly in discussions of matters they are passionate about, carefully avoiding raising their voice of or interrupting others
    b. avoids communication, verbal or written, that is belittling, mocking or demeaning
    c. avoids the use of profanity or pejorative language
    d. does not engage in conduct that could be considered bullying or harassing others
    e. does not engage in violence of any kind, including psychological violence or threats of violence

4. **Respects confidentiality requirements where confidential information is communicated**

    a. ensures that the wishes of the individual communicating the information are respected
    b. does not discuss or otherwise disclose information that is communicated in confidence or that is confidential in nature

c. only discloses confidential information to those with the right to receive the information and who have a need to know the information, or in accordance with the law

5. Recognizes that the GCA is a volunteer-run organization

a. is respectful of the personal time GCA volunteers provide to make the governance of the GCA and its activities possible
b. respects the decisions and direction of volunteers leading or managing activities
c. respects the rules and processes, including this Code, put in place by the GCA to permit the organization to function

Consistent with the GCA's goal of ensuring a safe and inclusive environment, the GCA Board will take action to uphold this Code.

In cases where individuals have failed to follow this Code, the GCA Board members will respond as appropriate based on the seriousness or repetitive nature of the violation. The response may include, but is not limited to:

warnings
restriction from participation in GCA activities
remedial measures

The GCA Board shall be the final authority on this Code and its enforcement. Bullying, harassment or any violent act will be treated as a serious breach of the Code and immediate responsive measures will be taken, including referring the matter to civil authorities.

We all have a part in creating a safe, inclusive and positive environment at GCA events and activities. If any participant feels that this Code is not being respected, they are invited to reach out to any member of the GCA Board.

Approved: October 26, 2021