

LANGUAGE ADVOCACY DAY 2022 MEETUP GROUP and EVENTS CODE OF CONDUCT

Language Access Coalition of Canada (LACC) is committed to creating empowering collaborative learning experiences for everyone who participates in or supports our communities. We strive for an inclusive environment that will ensure the safety and security of all of our partners, and we will not tolerate harassment of members and participants in any form. This *Code of Conduct* specifies the details of a harassment-free experience, and procedures for how the issues will be addressed, should they arise.

Chatham House Rule

When a meeting, or part thereof, is held under the [Chatham House Rule](#), participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Forms of Harassment and Discrimination

As a grassroots coalition dedicated to advocacy for linguistic rights, we strive for a harassment-free experience for all, regardless of gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, ethnicity, age, religion, or socio-economic status. MeetUp and/or events participants violating these rules may be sanctioned or expelled permanently, at the discretion of the members of LACC' leadership team.

Forms of harassment include:

- Sexual language and imagery, sexist, racist, and exclusionary jokes;
- All acts that insult or belittle other group and event attendees in any way;
- Offensive verbal comments related to gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, ethnicity, religion, socio-economic status; sexual images in public spaces; deliberate intimidation; stalking; following;
- Unwarranted photography or recording;
- Sustained disruption of event programming;
- Inappropriate physical contact and unwelcome (sexual) attention.

MeetUp Group and/or events participants asked to stop harassing behavior are expected to comply immediately, and may be additionally removed from the group or the event without warning.

Consequences for Harassment and Discrimination Behaviours

If a participant engages in behavior which is defined as harassing or discriminatory, the meetup and/or event organizers will take any action they deem appropriate, inclusive but not limited to issuing a warning or expulsion from the present and all future online groups and/or events. If a warning or expulsion is issued, LACC may choose to share this information with leadership at any event that the participant joins in the future.

How to Report Harassment and Discrimination

We encourage participants to report any incident of harassment, discrimination, or unacceptable behavior as soon as possible. LACC organizers will take all appropriate actions to mitigate risk factors moving forward and continue to provide a safe and secure environment for all LACC MeetUp and/or event participants. We will be happy to assist attendees in contacting the platform or venue security, or local law enforcement, or otherwise aid those experiencing harassment so that they feel safe for the duration of the event. The LACC leadership team will take great care to ensure that the assistance provided meets the needs of attendees who were affected.

If you experience or notice harassment, discrimination, or any of the unacceptable behaviors outlined herein at a LACC online or in-person event, or have any other concerns, please report the incident as soon as possible.

To report an incident, take one of the following actions:

- Inform the event organizer online;
- Inform the event organizer on the site;
- Inform co-organizer in your network;
- Report the incident to LACC directly by sending an email to include your name, email, telephone number, name of witnesses if any, date (of the incident or series of incidents), type of complaint (e.g. violence, threat, harassment, sexual harassment, human rights violation, other), description of the event giving the rise to the complaint, specific facts or evidence to support your complaint in detail, and the resolution you seek)

The report will only be seen by LACC leadership involved with resolving the issue.

Periodic Review

LACC strives to create a positive and inclusive environment. As such, the LACC is committed to an annual review of the MeetUp and Events Code of Conduct to ensure that it continues to align with this goal and address the needs of our community. LACC welcomes feedback from its members. All feedback should be submitted to MCIS by emailing: language advocacy day at gmail.com.

Acknowledgments

We would like to thank you [Women Who Code Code of Conduct](#) for their document that guided our own.