

Rotaract Club of Toronto Event Code of Conduct

The Rotaract Club of Toronto (henceforth “Club”) is dedicated to providing a discrimination and harassment-free experience for participants at all of our events, whether they are held in person or virtually. The Club is committed to safeguarding its members, participants and third parties interacting with the Club from discrimination and harassment of any kind through this “Code of Conduct”.

Our purpose is to provide opportunities of service for the community, professional development, and fellowship. When attending Club events, whether in-person or virtual, or related ancillary or social events, any participants, including speakers, attendees, volunteers, sponsors, guests or anyone else, shall not violate this Code of Conduct.

This Code of Conduct may be revised at any time by the Club and the terms will remain effective and are non-negotiable. Your registration for or attendance at any Rotaract Toronto event, whether it’s held in person or virtually, indicates your agreement to abide by this policy and its terms.

The terms of this Code of Conduct are as follows:

1. We encourage our participants to act in a manner that is aligned with the [Rotary Four-Way Test](#) and is inclusive and accepting of others.
2. We expect participants to consume alcohol responsibly and we reserve the right to deny service to participants for any reason whatsoever, and may require a participant to leave the event in the case of inappropriate or disruptive behavior associated with alcohol consumption. Participants are required to pre-arrange safe transportation to and from events and we encourage all event participants to let event organizers know if a participant does not have a safe mode of transportation. The responsibility of safe transportation, however, still remains with the event participant.
3. Discrimination and harassment will not be tolerated in any form, whether in-person or virtually, including but not limited to, discrimination based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by the Provincial laws of Ontario and Federal laws of Canada.

4. Harassment includes intentional or unintentional use of abusive, offensive or degrading language, intimidation, stalking, harassing, photography or recording, physical contact, sexual imagery and sexual advances or requests for sexual favors that is unwelcomed. Participants who are asked to stop any such behavior are expected to comply immediately. Anyone who witnesses or is subjected to such behavior should notify an event organizer at once.
5. Speakers are not permitted to use language, images, or gestures that would constitute harassment as defined above, in their talks. Speakers should also use inclusive language and should be aware about inclusion, diversity, and unconscious bias.
6. Individuals who participate (including those who plan to participate) in the Club events, whether in-person or virtually, are required to conduct themselves in a manner that complies with both the letter and spirit of this Code of Conduct, before, during or after the event. This includes statements made in social media postings, on-line publications, text messages, and all other forms of electronic communication.
7. If a participant engages in behavior which violates this Code of Conduct, including postings on social media, other online publications or another form of electronic communication, the event organizers may take any action they deem appropriate depending on the circumstances, ranging from issuance of a warning to the expulsion from the event with no refund, including a temporary or permanent ban from participating in any further Club events.
8. Volunteers should work towards developing strong cultural safety and inclusive practices. This can involve engaging in critical self-reflection and being honest about your own power and privilege.
9. Volunteers must not use for their own purposes (including personal gain) any information obtained through their volunteer activities, nor may they disclose this information to others.
10. Volunteers must not take or distribute their own photographs when volunteering at an event managed by a third-party organization when these photos include people other than themselves, including on social media especially when there are youths without consent of the third-party organization.
11. If volunteering with a third-party organization, any requests for information about the third-party organization must be directed to one of their staff unless the volunteer has been trained to provide that information.
12. Volunteers must maintain and respect the confidentiality of youth participants, program partners, other volunteers and third-party staff. Exception is if you suspect a child is being abused or neglected, you must contact the Children's Aid Society (CAS). You must do this if the child is or seems to be under 16. If the child is 16 or 17, you can choose to report your concerns to CAS, but you do not have to.

13. Volunteers must not have contact with youth participants outside of the program. You cannot meet one-on-one or communicate with them on social media outside the scope of the program with these youth and when volunteering with youth, you should always be with another volunteer or staff member. Volunteers are not permitted to engage in any volunteering with youth or vulnerable participants in overnight stays.
14. If a disagreement or verbal conflict occurs in the delivery of a program, volunteers are expected to listen to other people's perspectives before calmly and respectfully responding.
15. If you witness harmful behaviours or conflict between participants or volunteers, alert the event organizer or a third-party staff member. You can also submit an Ethics Concern which can be found [here](#)

If you have any concerns regarding a violation of this Code of Conduct, please contact a member of the event staff immediately. You are also encouraged to contact:

ethicstorontorotaract@gmail.com.