

Code of Conduct

Canwest Productions Inc. is committed to creating a safe environment for all attendees, exhibitors, performers and staff. All cases are dealt with on a case-by-case basis. Limits can be violated deliberately, or through poor communication, misunderstandings, technical accidents, lack of knowledge, and/or lack of experience. If you experience or witness any sexual harassment, verbal/physical abuse, harassment or bullying, please contact Canwest Productions Show management.

Harassment, Abuse and Bullying

Harassment

Canwest Productions Inc. defines harassment as an individual is subject to unwelcome verbal or physical conduct because of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability. Canwest Productions does not tolerate harassment of any type at its events. It may be, but not limited to, words, signs, offensive jokes, posters, pranks, intimidation, physical assaults or contact, or violence. Canwest Productions will investigate all reported instances of harassment or abuse.

Sexual Harassment

Canwest Productions Inc. defines sexual harassment as any conduct, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any individual; or that might, on reasonable grounds, be perceived by that individual as placing a condition of sexual nature.

Sexual Harassment included, but is not limited to:

1. Unnecessary touching of a person(s) body without permission
2. Threats of a sexual nature or form of sexual assault
3. Unwelcome sexual invitations or requests
4. Demands of sexual favors
5. Verbal abuse of a sexual nature

Verbal Abuse

Canwest Productions Inc. defines verbal abuse as the use of words and/or statements used to attack, defame, or speak falsely to an individual. Verbal abuse, and bullying can consist of, but is not limited to:

1. Name calling
2. Threatening
3. Criticizing and/or judging
4. Unwarranted ordering
5. Any other unwarranted verbal attack on any person(s) that may cause them inherent psychological harm or cause them to worry for their physical safety.

Physical Abuse

Canwest Productions Inc. defines physical abuse as any act by an individual(s) that result in any form on non-accidental physical injury to another individual or party. Participants involved must have the mental and emotional capacity to give permission. Physical abuse consists of, but is not limited to:

1. Touching a person(s) without permission.
2. Using objects to touch a person(s) without permission.
3. Permission can be withdrawn at any time.

Alcohol and Nudity

It is understood that alcohol and nudity does not give consent.

False Accusation

Any individual found to be making false accusations regarding sexual, physical or verbal abuse may be held accountable.

Complaint Procedure

Any individual, or group of individuals who believe that they have been subject to or witnessed any form of harassment whether verbal, sexual and/or physical should immediately contact any member of Show Management.

Corrective Procedure

If any person found to have been in violation of this policy may be dealt with in a manner that best interprets the seriousness of the offense. This may include but is not limited to:

1. Oral Warning
2. Revocation of event pass and/or wristband without refund
3. Attendance ban at future events
4. Immediate arrest and detention
5. Reporting of the offence to the appropriate authorities

Disclaimer

Every reasonable effort will be made to enforce this policy, but this organization makes no representations or guarantees about its ability to do so, and all participants/attendees retain full, sole responsibility for their safety and the safety of others with whom they interact.