Canadian Worker Co-operative Federation ('CWCF")

Event Anti-Harassment Code of Conduct[1]
September 2017; updated October 2026

In light of increasing legislative requirements in various provinces regarding anti-harassment, and more importantly because CWCF wishes to create a safe environment at all events, CWCF's Board has enacted this Code of Conduct for CWCF events.

All attendees including speakers, sponsors and volunteers at CWCF conferences and events are required to agree with this Code of Conduct. Event organizers[2] will enforce this code throughout each event. We expect cooperation from all participants to help ensure a safe environment for everyone.

The Quick Version

CWCF is dedicated to providing a harassment-free event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, and religion (or lack thereof). We do not tolerate harassment of our event participants in any form. Sexual language and imagery are not appropriate for any CWCF venue, including talks, workshops, parties, and online media. Participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the event organizers. They may also be barred from attending future CWCF activities.

The Longer Version

This document is the longer version. The link for this anti-harassment policy is: http://canadianworker.coop/anti-harassment-code-of-conduct/.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. It also includes advocating for, or encouraging, any of the above behaviour.

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, the organizers may take any action they deem appropriate, including warning the offender or expulsion from the event with no refund. They may also be barred from attending future CWCF events.

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[1] Although this Policy covers only CWCF events such as Conferences, comparable policies are deemed to apply to interactions among CWCF members, directors, and staff members at other events, and in the offices maintained by CWCF.

[2] "Organizers" means CWCF Board and staff members, with the lead taken by the CWCF Personnel Committee.

Reporting
If you are being harassed, notice that someone else is being harassed, are made to feel unwelcome, or have any other concerns, please report it as soon as possible to a designated event staff or board member.

You can make a report either personally or anonymously.

Anonymous Report
You can make an anonymous report here [https://www.surveymonkey.com/r/3Q7SFKJ] We can't follow up an anonymous report with you, but we will fully investigate it and take action to try to prevent a recurrence.

Personal Report
You can make a personal report by calling or messaging:

- Tara Williams (604-754-0917), Kelly Storie (613-322-1058), or Reba Plummer, (416-367-5944)

Their phone numbers will be continuously monitored for the duration of the event.

When taking a personal report, the organizer will seek to ensure you are safe and cannot be overheard. They may involve other event organizers to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you.

Enforcement
Participants asked to stop any harassing behavior are expected to comply immediately.

Investigation
The CWCF Personnel Committee member(s) will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

We expect participants to follow these rules at conference and workshop venues and related social events. This code of conduct applies to the CWCF event, but if you are being harassed by a CWCF event participant outside our event, e.g., right before or after, we still want to know about it.

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