

CMBA Ontario Participant Code of Conduct

Effective Date: July 9, 2025

CMBA Ontario is committed to creating an inclusive, respectful, and safe environment for everyone. This Code of Conduct applies to anyone involved in CMBA Ontario events - whether you're an attendee, speaker, sponsor, exhibitor, staff member, volunteer, or service provider (collectively referred to as "Participants"). It covers all CMBA Ontario events and activities, including but not limited to conferences, workshops, webinars, networking events, and social functions - both virtual and in-person.

By participating, you agree to uphold this Code. Violations may lead to consequences such as removal from an event, denial of entry, or further disciplinary action. This Code is meant to complement any additional policies or conduct guidelines in place.

What We Expect from You

All Participants are expected to:

- Always act professionally and respectfully
- Treat others with kindness, courtesy, and an open mind, even when opinions differ
- Engage in conversations that are thoughtful, constructive, and considerate
- Respect different perspectives and backgrounds
- Avoid any behaviour or speech that is discriminatory, harassing, or offensive
- Speak up or report any inappropriate actions or concerns you observe
- Follow the rules and policies set by CMBA Ontario and the venues we partner with
- Abide by all applicable laws and regulations

Behaviours That Are Not Tolerated

The following actions (among others) are not acceptable:

- **Harassment:** This includes any unwelcome or inappropriate language, visuals, or physical contact that could reasonably make someone feel threatened, degraded, or uncomfortable
- **Sexual harassment:** Any unsolicited or unwelcome advances, comments, gestures, or behaviour of a sexual nature

- **Aggressive or unsafe behaviour:** Including yelling, threats, or any physical force
 - **Discrimination:** Based on race, gender identity or expression, sexual orientation, disability, age, religion, political beliefs, or any other personal attribute protected by law
 - **Stalking, intimidation, or threats** of any kind
 - **Interrupting or disrupting** presentations, exhibits, or other scheduled activities
 - **Damage or misuse** of CMBA Ontario or venue property, equipment, signage, or materials
 - **Ignoring safety rules or staff instructions**, including emergency procedures
 - **Knowingly making false complaints** or misusing this Code
 - **Misusing badges or credentials**, including accessing restricted areas or using someone else's ID
 - **Recording sessions or activities** without permission, including screenshots, photos, audio, or video
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Reporting Concerns or Inappropriate Conduct

If you experience or witness conduct that violates this Code, we encourage you to act right away. Notify a CMBA Ontario team member or venue representative as soon as possible. If you're unable to report it in person, please email info@cmbaontario.ca with details of the incident and your contact information.

Consequences for Violating the Code

Anyone found in breach of this Code will be expected to stop the behaviour immediately. CMBA Ontario has the sole discretion to determine the appropriate response, which may include but is not limited to:

- A verbal warning
- Removal from the event without a refund
- A ban from future CMBA Ontario events
- Notification of the participant's employer or organization
- Reporting the behaviour to the appropriate legal or regulatory authorities
- Revocation or denial of CMBA Ontario membership or privileges



CMBA Ontario is dedicated to upholding the integrity of our professional community. By working together to foster a respectful and inclusive space, we can ensure that our events are safe, welcoming, and enriching for all. Thank you for doing your part.