



CIRCLE CRAFT

CIRCLE CRAFT COOPERATIVE ASSOCIATION

CODE OF CONDUCT

Harassment is any inappropriate conduct, comment, display, action, or gesture by a person that adversely affects another person's psychological or physical well-being or that a reasonable person knows or ought to know would cause the other person to be humiliated or intimidated.

Harassment can be repeated conduct, comments, displays, actions, or gestures. Harassment can also be a single, serious occurrence of conduct or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the other person.

Sexual harassment is any unwelcome conduct, comment, display, action or gesture, or contact of a sexual nature. Sexual harassment includes, but is not limited to: unwanted physical contact, sexual advances, request for sexual favours, sexual innuendo, suggestive or offensive comments or gestures emphasizing sexuality or sexual identity, and any conduct that reasonably leads to the perception that a condition of a sexual nature is being placed on a person.

Personal harassment is not limited to, but also includes: the act of intentionally causing harm to others through verbal harassment, intimidation, or other more subtle methods of coercion such as manipulation, including ignoring and isolating the person. Personal harassment can exist even when there is no intention to harass or offend.

Bullying is similar to personal harassment but describes a form of harassment perpetrated by an abuser who possesses more physical and/or social power and dominance than the victim.

Violence is the use of physical force or the exhibition of such force for the purpose of intimidation.

Harassment is not interpersonal conflict between persons unless the conflict results in behavior that is considered threatening or abusive. Expressing differences of opinion, engaging in debate, or disagreeing with someone is not harassment.

Circle Craft Co-operative Association of British Columbia Code of Conduct

Circle Craft Co-operative Association of British Columbia (hereafter referred to as “Circle Craft”) believes that a diversity of opinions and perspectives, and the ability to respectfully articulate and argue these differences, is one of the strengths of the association.

At the same time, Circle Craft is committed to providing an environment free of harassment – including, but not limited to, discrimination, sexual harassment, personal harassment, bullying, and violence – where all members, board members, staff, and other members of Circle Craft community are treated with respect and dignity. * (see definitions below)

Accordingly, at all Circle Craft events and in dealing with Circle Craft business, exhibitors, staff, and members are expected to abide by the Code of Conduct as follows:

Inclusivity:

Circle Craft functions with a spirit of inclusiveness, and celebrates all members, staff, exhibitors, and customers. This includes all races, ethnicities, a full spectrum of genders (as well as gender non-specificity), a full spectrum of sexual identities, and persons with a range of abilities and ability challenges. Circle Craft believes that a diverse range of experiences and perspectives is absolutely necessary in building a thriving and healthy industry. This includes respecting how people wish to be addressed and identified (including by their chosen pronouns).

Harassment:

By law, every person has the right to be free from harassment, bullying, and discrimination. Such behavior will not be tolerated at any Circle Craft hosted activity or event, or when dealing with any Circle Craft related business. Any staff member, exhibitor, or member is encouraged, where possible, to quickly and informally address concerning behavior.

Participants who are accused of harassment at these activities, events, or during the course of Circle Craft business will have an opportunity to respond to the allegations.

Serious or ongoing complaints of harassment in any of its forms should be made to the Circle Craft general management and/or a member of the Board of Directors as soon as possible after the incident takes place.

A participant found to be in breach of this Code of Conduct may be expelled from an event, lose the privilege of attending future Circle Craft hosted activities or events, or have their membership or employment suspended or terminated at the Board’s discretion.

Confidentiality and the Right to Privacy:

At some Circle Craft hosted events, members and other participants may share business and personal information meant only for the immediate audience. Participants are asked to keep such information confidential.

*Definitions: The prohibited grounds of discrimination include race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, physical appearance, sex or gender, age, sexual orientation, or political belief.

These definitions are adapted from definitions in the BC Human Rights Code, by the BC Human Rights Clinic, and by WorkSafe BC.