

# Urban League of London - Code of Conduct

## Updated as of February 2020



**Purpose:** We endeavour to create an inclusive and respectful community for all members and for all event attendees.

### **Expectations:**

#### *Be kind and considerate*

Respect personal space and common courtesy rules for personal interaction. Be mindful of others around you to ensure a great experience for your fellow participants.

#### *Behave appropriately*

Refrain from displaying any demeaning, harassing, aggressive, or intimidating materials or behavior. Avoid talking during presentations or other speakers whenever possible.

#### *Respect property*

Do not damage private or communal property.

#### *Follow the rules*

Obey the rules and regulations of the venue.

#### *Report inappropriate behavior*

Report any behavior that makes you or others feel uncomfortable to the nearest Urban League Board Member or representative.

### **Inappropriate behavior:**

- Harassment, aggression, and intimidation are hurtful and interfere with other people's experience and participation in our community. These behaviors are inappropriate and unacceptable.
- These behaviors can be related to, but not limited to: race, color, creed, gender (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity, religion (including religious dress and grooming), marital status, domestic partner status, genetic information, age, national origin or ancestry, military or veteran status, sexual orientation, physical or mental disability, or any other basis protected by federal, state, or local laws.
- Inappropriate behavior can take many forms such as slurs; jokes; derogatory statements; foul or obscene language; offensive clothing; leering; stalking; staring; gestures; pictures, drawings or cartoons; violating personal space by impeding or blocking another person's movement or otherwise physically interfering with them; harassing photography or recordings; unwanted or offensive letters or poems; offensive email or voicemail messages; or social media postings.

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### **Consequences of inappropriate behavior:**

Inappropriate behavior will not be tolerated.

- The Urban League of London reserves the right to refuse entry to or remove any party from the event at any time. All determinations are at the sole discretion of the Urban League Board members, and the decision of the leading Urban League Board representative will be final.
- Severe or repeating breaches of this Code of Conduct may result in disqualification from participating in future events.
- Individuals expelled due to violating this Code of Conduct will not be eligible for a refund or other consolation.
- Termination of individual membership or delegate status can occur as per Bylaws 5.1 - Termination of Membership.

### **What to do about inappropriate behavior:**

#### **For individuals:**

If you witness or are subjected to inappropriate behavior or have any other concerns, notify an Urban League of London Board member as soon as possible. If you have questions regarding this Code of Conduct or its implementation, please contact us. All matters would be dealt with as discreetly as possible.

#### **For Urban League Board Members:**

If you witness or are subjected to inappropriate behavior or have any other concerns, or if another individual approaches you to discuss another parties inappropriate behaviour, please resolve through the following measures:

- If possible, please bring this issue to the Urban League Board for awareness and resolve to meet with the person(s) who are exhibiting inappropriate behaviour to discuss this Code of Conduct.

If an immediate resolution is required (ie. asking the party to remove themselves from the event), please undertake this option with one other Board member or League member present and only if you feel safe. Speak calmly and explain to the person(s) that they have violated the Code of Conduct and they are no longer welcome at the event/meeting.