

FACL BC

FEDERATION OF ASIAN CANADIAN LAWYERS

FACL BC Event Code of Conduct

The Federation of Asian Canadian Lawyers BC (“**FACL BC**”) is committed to providing a safe and welcoming environment at all of its events and does not tolerate sexual harassment, harassment, or inappropriate behaviour in any form (“**Harassment**”). This policy applies to all attendees at events, which includes but is not limited to, event participants, FACL BC members, staff, and contractors. This policy applies to any event that is hosted by FACL BC, in whole, in part, or jointly with another entity, whether or not the event is offered on a paid or complimentary basis, and whether it is held in-person or online.

Any person who engages in Harassment at an event may be removed from such event, banned from future events, and/or banned from being a member of FACL BC for a definite or indefinite period of time. FACL BC may also respond to the incident(s) of Harassment by reporting the matter to venue security or local law enforcement, and providing safety escorts to participants during the event.

Enforcement of this policy will occur after the person who engages in Harassment is provided with notice of the incident(s) and an opportunity to be heard, unless FACL BC determines that the immediate safety or security of participants or other individuals may be at risk. If such safety or security is at risk, FACL BC may take action immediately, including but not limited to contacting relevant law enforcement authorities.

Sexual harassment, in particular, is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated, and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person’s employment, as well as situations that create an environment that is hostile, intimidating, or humiliating for the recipient. Sexual harassment can involve one or more incidents, and actions constituting harassment may be physical, verbal, and/or non-verbal.

Sexual harassment includes, but is not limited to:

- Inappropriate or unwelcome verbal or written comments of a sexual nature;
- Inappropriate or unwelcome physical contact;
- Unwelcome sexual attention;
- Display of sexual images in public places;
- Deliberate intimidation, stalking, or following; and
- Taking, filming, or showing photography or video of a sexual nature or that is intended to offend, intimidate, threaten, or coerce.

If someone makes you or any participant feel unsafe or unwelcome at a FACL BC event, please contact a member of the FACL BC executive. The list of FACL BC executives (President, Advisory Director, Vice Presidents, Treasurer) can be found [here](#). You may also submit a report through the Law Society of BC - more information can be found [here](#).