



## CODE OF CONDUCT FOR AFN EVENT PARTICIPANTS

### THE ASSEMBLY OF FIRST NATIONS CODE OF CONDUCT FOR EVENTS

1. The Assembly of First Nations (“AFN”) hosts meetings, gatherings, and Assemblies from time to time (“events”). The AFN is committed to providing a safe, respectful, inclusive, and welcoming environment where individuals are empowered to express their authentic selves and are heard.
2. The AFN has a zero-tolerance policy for actions or words that constitute harassment (including sexual), bullying, intimidation, discrimination, or violence.
3. This Code of Conduct identifies the standard of behaviour expected of all event participants, as well as the consequences of unacceptable behaviour. It applies to all AFN events and event related activities.
4. All event participants are expected to help the AFN maintain a safe space and positive event experience for everyone. Where a participant registers to attend an AFN event, the participant will be required to agree to this Code of Conduct by signing the “Acknowledgement Form” attached as Schedule A.

### EXPECTED BEHAVIOUR OF EVENT PARTICIPANTS

5. By participating in any AFN event or activity, participants must always conduct themselves in a manner that is:
  - a. Considerate, respectful, and collaborative.
  - b. Mindful of your surroundings and of your fellow participants, and to alert event organizers if you witness unacceptable behaviour.
  - c. Refrain from any form of conduct which involves violence, discrimination, and harassment at the event including at social functions, during AFN event-related travel, on social media, over the telephone or via email and text messages.

### UNACCEPTABLE BEHAVIOUR OF EVENT PARTICIPANTS

6. Examples of unacceptable behaviours at AFN events include but are not limited to:
  - a. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct.
  - b. Harassment, which includes any unwanted physical or verbal behaviour that offends or makes unwelcome remarks or jokes about one’s race, religion, sex, age, disability or any other of the grounds of discrimination.
  - c. Sexual harassment, which is considered any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any person or that might, on reasonable grounds, be perceived by that person as placing a condition of a sexual nature on a person.
  - d. Violence, defined as any action, conduct, threat, gesture of a person towards another person that can reasonably be expected to cause or threaten harm, injury or illness to that person.

### CONSEQUENCES OF UNACCEPTABLE BEHAVIOUR

7. Participants who are asked to stop any inappropriate behaviour by any other participant or event organizer are expected to comply immediately.
8. Unacceptable behaviour will not be tolerated. Event organizers may take action they deem appropriate, including immediate removal from the event without refund and expulsion from future AFN events.



## REPORTING OF UNACCEPTABLE BEHAVIOUR

9. If you believe someone is violating the Code of Conduct and you wish to report it, please notify an event organizer immediately. Assistance will be provided to contact the appropriate officials within AFN and they will assist to safely escort you or others if required or they can provide additional assistance with the situation at hand. Your anonymity will be protected at all times.

### Schedule “A”

#### Code of Conduct for AFN Event Participants

I, \_\_\_\_\_, an AFN Event Participant, declare that I have read, understood and agree to comply with the AFN Code of Conduct and other applicable rules and policies adopted by the event participants, and I will:

1. exercise the responsibilities and expected behaviours contained within this Code, at all times, with due diligence, care and skill in a reasonable and prudent manner;
2. respect and support the AFN’s rules, policies, including this Code and decisions of the meeting Chair(s) and/or CEO;
3. conduct myself in a spirit of collegiality and respect for the other participants in attendance at the AFN Event.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*AFN Event Participant*