

Code of Conduct

The Camera Club of Ottawa takes pride in providing a welcoming space for all members and guests to interact and learn from each other in a warm and friendly atmosphere. We know that we may at times disagree, but we don't have to be disagreeable. All members are expected to treat each other and all guests with dignity and respect. Personal and/or sexual harassment will not be tolerated, nor will any form of abusive behaviour.

Personal harassment means any conduct whether verbal or physical that is discriminating in nature, based upon another person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation. It is discriminatory behaviour, directed at an individual that is unwanted or unwelcome and causes substantial distress in that person.

Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that any member or guest finds to be unwanted or unwelcome.

Abusive behaviour is words, actions, reactions, and/or body language that attacks, demeans, minimizes, berates, or otherwise belittles another person.

The above described behaviour will not be tolerated under any circumstances. Anyone who feels they have been subject to such behaviour is asked to report it as soon as possible to a member of the executive for further investigation by the executive committee. Any investigation shall be conducted with the utmost respect of all involved and any information gathered shall be treated as confidential. Any member or guest who is found to have engaged in personal or sexual harassment or expressed abusive behaviour toward any club member or guest may have their membership terminated with immediate effect and will no longer be allowed to participate in any club activities.