



Rainbow Collective of Thunder Bay

Code of Conduct - Rainbow Collective of Thunder Bay

Introduction

This Code of Conduct emphasizes that while you participate within the organization, you are expected to conduct yourself at all times in a manner that meets the highest ethical standards while respecting individual rights and the full diversity of the Gender and Sexual Diversity (GSD) community.

All Rainbow Collective of Thunder Bay, Board Members, Committee Members, employees/contract staff, and volunteers are expected to abide by the values and ethical behaviours listed in this Code of Conduct.

Rainbow Collective of Thunder Bay is committed to providing an environment that is free of harassment and supportive of the self-esteem and dignity of every person. The intent is to ensure that our organization and events takes place in a climate of understanding, cooperation and mutual respect - ensuring that our spaces are pro-consent, anti-racist, anti-colonial, anti-misogynist, and anti-homo/bi/transphobic.

What is Harassment?

Harassment is a form of discrimination. It includes any unwanted physical or verbal behaviour that offends or humiliates you. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment. Harassment occurs when someone:

- makes unwelcome remarks or jokes about your race, gender identity, gender expression, sexual orientation, age, disability or any other of the grounds of discrimination;
- threatens or intimidates you because of your race, gender identity, gender expression, sexual orientation, age, disability or any other of the grounds of discrimination;
- makes unwelcome physical contact with you, such as touching, patting, or pinching.¹

What is Consent?

Consent is a voluntary agreement that is clear, communicated, enthusiastic, the responsibility of the initiator, ongoing, and can be renegotiated or withheld at any time. It means listening to each other, respecting each other, and bringing mindfulness to all our interactions.²

Filing a Complaint

If you wish to file a complaint with Rainbow Collective of Thunder Bay or you would like someone to talk to, please contact us at rainbowcollectivetbay@gmail.com



Rainbow Collective of Thunder Bay

Guiding Statements

This Code of Conduct offers a broad range of guidance for conducting oneself with integrity, including but not limited to the following commitments:

- We will not condone or tolerate behaviour which constitutes harassment, bullying, micro-aggression, and/or abuse of power.
- We will not discriminate based on race, colour, religion, national or ethnic origin, age, sex, gender identity or expression, sexual orientation, marital status, physical or mental ability, HIV status, economic status, or (dis)ability.
- We will strive to build an environment where everyone can feel safe, valued, comfortable and able to work together to the best of their abilities.
- We will commit to educating ourselves about power, privilege, and oppression.
- We will adhere to the values of integrity, honesty, fairness, and respect in all of our dealings.
- We will not criticize or disparage each other's work but rather encourage and support each other's accomplishments.
- We will take responsibility for our own actions, words, and thoughts and apologize sincerely if we offend someone. If we feel offended, it is our responsibility to tell that person promptly.

I agree to conduct myself at all times in a manner that meets the highest ethical standards as outlined in this document.

Date: _____

Name: _____

Position: _____

Signature: _____

¹ Modified from the Canadian Human Rights Commission's definition of Harassment:
<https://www.chrc-ccdp.gc.ca/eng/content/what-harassment-1>

² Definition of Consent taken from: <https://www.antiviolenceproject.org/consent/>