

## **Association of Book Publishers of British Columbia Code of Conduct**

The Association of Book Publishers of British Columbia believes that a diversity of opinions and perspectives, and the ability of its members to respectfully articulate and debate these differences, is one of the strengths of the Association.

At the same time, the ABPBC is committed to providing an environment free of harassment – including, but not limited to, discrimination, sexual harassment, personal harassment, bullying, and violence – where all members, board members, staff, and other members of the ABPBC community are treated with respect and dignity. (For definitions see below).

Accordingly, at all ABPBC events, members, attendees, staff, and speakers are expected to abide by the Code of Conduct as follows:

### **Inclusivity:**

The ABPBC functions with a spirit of inclusiveness and diversity, and celebrates all participants, including all races, religions, ethnicities, ages, a full spectrum of genders (as well as gender non-specificity), a full spectrum of sexual identities, and persons with a range of physical and mental abilities and ability challenges. The Association believes that a diverse range of experiences and perspectives is absolutely necessary in building a thriving and healthy industry. This includes respecting how people wish to be addressed and identified (including by chosen pronouns).

### **Harassment:**

By law, every person has the right to be free from harassment and discrimination. Such behaviour will not be tolerated at any ABPBC-hosted activity or event. Participants are encouraged, where possible, to quickly and informally address concerning or offensive behaviour.

Serious or ongoing complaints of harassment in any of its forms should be made to the ABPBC executive director and/or a member of the board of directors as soon as possible after the incident takes place.

Participants or members who are accused of harassment at an ABPBC event will have an opportunity to respond to the allegations.

A participant found to be in breach of this Code of Conduct could be expelled from an event, lose the privilege of attending future ABPBC-hosted activities, and, if a member, be suspended or expelled from the ABPBC, at the board's discretion.

### **Confidentiality and the Right to Privacy:**

At some ABPBC-hosted events (for example at professional development seminars and general meetings) members and other participants may share business and personal information meant only for the immediate audience. Participants are asked to keep such information confidential.

In general, participants should use discretion and avoid disclosure of sensitive information through informal or public discussion. Similarly, participants should respect others when sharing photos, videos, quotes, or materials online (or otherwise) by asking permission first and removing any content if asked to do so.

## **Definitions<sup>1</sup>**

The **prohibited grounds of discrimination** include race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex or gender, age, sexual orientation, gender identity or expression, or political belief.

**Harassment** is any inappropriate conduct, comment, display, action, or gesture by a person that adversely affects another person's psychological or physical well-being or that a reasonable person knows or ought to know would cause the other person to be humiliated or intimidated.

Harassment can be repeated conduct, comments, displays, actions or gestures. Harassment can also be a single, serious occurrence of conduct or a single, serious comment, display, action or gesture that has a lasting, harmful effect on the other person.

**Sexual harassment** is any unwelcome conduct, comment, display, action or gesture, or contact of a sexual nature. Sexual harassment includes, but is not limited to, unwanted physical contact, sexual advances, requests for sexual favours, sexual innuendo, suggestive or offensive comments or gestures emphasizing sexuality or sexual identity, and any conduct that reasonably leads to the perception that a condition of a sexual nature is being placed on a person.

**Personal harassment** is not limited to, but also includes, the act of intentionally causing harm to others through verbal harassment, intimidation, or other more subtle methods of coercion such as manipulation, including ignoring and isolating the person. Personal harassment can exist even where there is no intention to harass or offend.

**Bullying** is similar to personal harassment, but describes a form of harassment perpetrated by an abuser who possesses more physical and/or social power and dominance than the victim.

**Violence** is the use of physical force or the exhibition of such force for the purpose of intimidation.

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<sup>1</sup> These definitions are adapted from definitions in the BC Human Rights Code, by the BC Human Rights Clinic, and by WorkSafe BC.

**Harassment is not** interpersonal conflict between persons unless the conflict results in behaviour that is considered threatening or abusive. Expressing differences of opinion, engaging in debate, or disagreeing with someone is not harassment.