



Scientific Symposium Code of Conduct

Goal:

To bring together a diverse and international community and create an environment where everyone feels welcome to participate, ask questions, and engage in conversation in a harassment-free, inclusive, and culturally safe environment that recognizes the inherent worth of everyone and creates positive experiences.

Guiding Principles:

- Be present and participate actively.
- Be welcoming to others.
- Be mindful of your surroundings and everyone in the space.
- Be prepared to engage with others in a cooperative two-way dialogue where knowledge is shared.
- Build new connections.
- Act with respect towards everyone including the venue staff/space. Abide by the venue rules and policies.
- Exercise consideration in your speech and actions by using inclusive and appropriate language.
- Be inclusive of cultural perspectives and contributions.
- Be considerate on how you discuss and frame sensitive topics to avoid causing harm.
- Have equitable discussions, allowing everyone to have an opportunity to speak and share their thoughts and opinions, especially historically underrepresented voices.
- Embrace different communication styles and dialogues.
- Be open to suggestions and feedback.
- Ask and correctly use everybody's preferred pronouns.
- Treat all communications and presentations as confidential until approved for distribution or publishing.

Unacceptable Behaviours*:

- Violence, threats of violence, or violent language.
- Offensive actions, language, or imagery.
- Insulting comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, ethnicity, religion, socio-economic status, or personal life choices.
- Any condescending remarks towards individuals with lived experiences of a tick-borne disease, including but not limited to mockery, blame, and judgement.
- Deliberate misgendering such as not using a person's preferred pronouns.
- Inappropriate and/or unpermitted photography or video/audio recordings.
- Unwanted physical contact: you must have someone's consent before touching them.
- Unwelcomed attention, including sexual comments or jokes, inappropriate touching, groping or advances.
- Deliberate intimidation, stalking or following (online or in person).
- Sustained disruption of the symposium or undermining of a person's presentation.
- Any form of bullying.
- Theft or inappropriate removal or possession of property.
- Use, distribution, sale, or transfer of illegal drugs and alcohol.
- Any other illegal activity or forms of harassment not covered above.
- Advocating for or encouraging any of the above behaviours.

** If you are the subject of unacceptable behaviour or have witnessed any such behaviour, please immediately notify the Symposium Planning Committee to lodge a complaint. Any person engaging in any of the listed unacceptable behaviours will be requested to stop the behaviour immediately and comply with the code of conduct. Depending on the nature of the unacceptable behaviour individuals may be asked to leave the symposium immediately (without refund). Any person **repeatedly** engaging in any of the listed unacceptable behaviours will be asked to leave the symposium immediately (without refund). TickNet Canada reserves the right to prohibit attendance at any future event.*