

Conference Code of Conduct

The Annual Canadian Conference on HIV/AIDS Research (CAHR Conference) is dedicated to providing a safe, harassment-free environment for all participants. We invite you to help us make this conference a place that is welcoming and respectful for all participants, regardless of race, gender, age, sexual orientation, disability, physical appearance, body size, national origin, ethnicity, or religion.

As a Code of Conduct, we expect all participants (attendees, speakers, sponsors, exhibitors, organizers and volunteers) at the at CAHR conferences (and CAHR workshops, offsite social events, online activities and social media before, during and after the conference itself) to treat others with respect.

Behaviours that are not respectful will not be tolerated at CAHR related events. To ensure a positive environment for all, below we have defined unacceptable behaviour and harassment, consequences as unacceptable behaviour and provided guidance on what to do if you witness or are subject to harassment at a CAHR event.

Unacceptable Behaviour

These behaviours, in any form, will not be tolerated at the Conference:

- Harassment (see full definition below)
- Intimidation, deliberate stalking or following
- Abuse
- Discrimination
- Use of dehumanizing language, images, or clothing. This includes presentations, slides, and speaker content.
- Possession of an item that can be used as a weapon causing harm to self and/or others

Our definition of harassment includes:

- Unwelcome or hostile behaviour, including verbal or written comments that intimidate, create discomfort, or interfere with a person's participation in the conference
- Unwelcome physical contact
- Unwelcome sexual attention

If You Experience or Witness Unacceptable Behaviour

We need your help to keep the conference community safe, accountable and responsible. If you experience or witness any forms of unacceptable behaviour, please bring your concerns to the immediate attention of conference staff (who will be wearing easily identifiable conference t-shirts) or email us at info@cahr-acrv.ca

Conference staff will be happy to assist those experiencing harassment to feel safe for the duration of the conference. Thank you in advance to Conference participants for your help in keeping the event safe, welcoming and respectful for all.

Consequences of Unacceptable Behaviour

Participants asked to stop unacceptable behaviour are expected to comply immediately. Participants who violate the Code of Conduct may be expelled from the conference and related-activities without a refund and/or banned from future events at the discretion of the CAHR organizers and/or CAHR Board of Directors.