



## **Ontario Association of Optometrists (OAO) Events Code of Conduct**

OAO is dedicated to providing a positive event experience for all participants, and expects attendees, speakers, partners, exhibitors, volunteers and staff members to show respect and courtesy toward one another at all Symposium, InfoMart and continuing education events.

### **Expected behaviour**

1. Be considerate, respectful, and collaborative.
2. Refrain from demeaning, discriminatory or harassing behaviour and speech.
3. Be mindful of your surroundings and of your fellow participants. Alert event organizers if you notice a dangerous situation or someone in distress.
4. Wear your badge at all times while at the event or event venues.

### **Unacceptable behaviour**

Discriminatory language and imagery is not appropriate for any event venue, including lectures, workshops or online sessions.

We do not tolerate harassment in any form. Harassment is understood as any behaviour that threatens another person or group, or produces an unsafe environment. It includes offensive verbal comments or non-verbal expressions related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, age, religious beliefs, sexual or discriminatory images, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

### **What to do if you witness or are subjected to unacceptable behaviour**

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify an OAO staff member or volunteer who will connect you with the event organizer as soon as possible. You may request that your report remain completely confidential.

Event staff will be available to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing unacceptable behaviour to feel safe for the duration of the event.