



WCE Member Code of Conduct

WCE is committed to providing a safe, respectful, and harassment-free experience for all participants, speakers, and organizers at our events and spaces. By being a WCE Member or attending a WCE event, you agree to abide by this code of conduct. The code will be actively enforced to ensure a positive experience for everyone.

Respectful Behaviour

Members are expected to act professionally and ethically in all interactions. This includes:

- Treating others with kindness, respect, and consideration.
- Valuing a diversity of perspectives and experiences.
- Focusing feedback and critique on ideas, not individuals.
- Maintaining confidentiality of individuals and information shared at events.
- Engaging in discussion as a means of connection and collaboration not competition.

Respectful behaviour also means avoiding gestures, language, or actions that could make others feel excluded, disrespected, or unsafe.

Unacceptable Behaviour

Harassment, discrimination, and other forms of harmful conduct will not be tolerated. This includes, but is not limited to:

- Intimidating or hostile behaviour
- Verbal abuse or unwelcome attention
- Offensive comments or jokes
- Disruptive conduct that interferes with another participant's experience
- Use of sexualized language, images, or content in any context (e.g., presentations, workshops, social media, or informal gatherings)

These expectations apply across all WCE event venues, including in-person and online spaces.

Consequences of Unacceptable Behaviour

Anyone asked to stop inappropriate behaviour is expected to comply immediately. Participants who violate the code of conduct may be (including but not limited to):

1. Asked to leave the event

2. Removed without refund
3. Prohibited from attending future WCE events
4. Blocked from commenting on WCE social media
5. Prohibited from participating in WCE activities

How to Report Concerns

If you are being harassed, notice someone else experiencing harassment, or have any other concerns, please speak to a WCE Board member or event organizer right away.