

## Respectful Behaviour at MNL Activities

The open exchange of ideas, freedom of thought and expression, and productive debate are key to the objectives of Municipalities Newfoundland and Labrador (MNL). This requires an environment that embraces diversity and provides a safe, welcoming environment for all.

This applies to all MNL activities, event venues, and those attending MNL activities including:

- conferences, symposia, workshops and events sponsored, co-sponsored, or delivered in partnership with MNL;
- MNL member meetings, ancillary events and unofficial social gatherings;
- exchanges among committees or other bodies associated with MNL activities, publications, and communications sent through any MNL communication channels, including social media.

## Expected Behaviour

We expect all participants in MNL activities to:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behaviour and speech;
- Be mindful of your surroundings and of your fellow participants; and,
- Alert an MNL representative if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

## Unacceptable Behaviour

Unacceptable at any MNL activity is:

- Abuse: Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- Discrimination and/or Harassment: Any conduct that

discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where the MNL activity takes place.

- Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature.
- Disrespectful conversations and behaviour
- Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or delivered/expressed as a compliment still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

Please contact the MNL CEO, Mr. Rob Nolan, to advise of an issue or concerns that you may witness or experience at any MNL activity.

## Consequences of Unacceptable Behaviour

If a participant in an MNL activity engages in unacceptable behaviour, MNL reserves the right to take any action MNL deems appropriate. This may include but is not limited to:

- remove an individual from any MNL activity without warning or refund;
- prohibit an individual from participating in future MNL activities, including publishing in MNL media;
- exclude an individual from MNL leadership positions;
- exclude any individual from deriving other benefits from MNL activities; and,
- refer the matter to the appropriate authorities

## Language Policy

Prejudice and discrimination may arise and be reinforced by our use of language, which may not be neutral and value-free. Words and phrases can be associated with apparently negative attitudes and may unwittingly give offence to people including members of groups that are subject to prejudice, harassment or discrimination.

Everyone is expected to seek to ensure that their written, spoken and electronically transmitted or published material does not contain language that may knowingly cause offence to others. Rather than be prescriptive about use of language, directors, staff, delegates and presenters are asked to exercise good judgment and be aware of common, inappropriate or offensive references to race, gender, disability, age, sexual orientation, or religion.

