

# Barrie Photo Club Code of Conduct and Ethics

## Purpose

The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within the Barrie Photo Club's meetings, programs, activities and events, by making all members and guests aware that there is an expectation of appropriate behaviour, consistent with the values of the Barrie Photo Club, at all times.

The Barrie Photo Club is committed to providing an environment in which all individuals are treated with respect. Further, the Barrie Photo Club prohibits discriminatory practices. Members and guests of the Barrie Photo Club are expected to conduct themselves at all times in a manner consistent with the values of the Barrie Photo Club that includes fairness, integrity, open communication and mutual respect.

Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to the Barrie Photo Club's policies related to discipline and complaints as outlined in the bylaws.

## Application of this Policy

The policy applies to the conduct of Barrie Photo Club Members and guests that may arise during the course of BPC business, activities and events, formal or informal including but not limited to, workshops, activities, events, photography outings, and meetings, as well as any BPC affiliated social media groups and communities.

## Responsibilities

All Members and guests of the Barrie Photo Club have a responsibility to:

A) Maintain the dignity and self-esteem of any individual within the Application of this Policy by:

- Demonstrating respect to individuals regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or economic status;
- Focusing comments or criticism appropriately and avoiding public criticism of other members or organizers of events and activities.
- Consistently treating individuals fairly and reasonably;

B) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, degrading, malicious or sexist. Types of behaviours that constitute harassment (excluding sexual which is covered in (C) below) include, but are not limited to:

- Written or verbal abuse, threats, outbursts or inflammatory remarks;
- Unwelcome remarks, jokes, comments, innuendos or taunts;
- Leering or other suggestive or obscene gestures;
- Practical jokes which cause awkwardness or embarrassment;
- Any form of hazing;
- Unwanted physical contact or assault;
- Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
- Retaliation or threats of retaliation against an individual who reports harassment.

- C) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
- Sexist jokes;
  - Display of sexually offensive material;
  - Sexually degrading words used to describe a person;
  - Inquiries or comments about a person's sex life;
  - Unwelcome sexual flirtations, advances or propositions;
  - Persistent unwanted contact;
  - Sexual assault.
- D) Respect the Copyright Act of Canada which governs the legally enforceable rights to creative and artistic works under the laws of Canada. Never incorporate another member's work into your own work without their written permission, nor share another member's intellectual property via social media, or any other electronic or print media, without ensuring that full ownership credit is given to that member.
- E) Respect the privilege of the use of public or private facilities that may be used for club events or activities, and not willfully cause damage to those facilities, or to the property of another member of the club.
- F) Never engage in malicious or deliberately inaccurate criticism of the reputation or work of another photographer.
- G) Never engage in activities, behaviour or conduct that jeopardises the health and safety of any individual
- H) Respect the privacy and property rights of your subjects, and never use deceit in obtaining model or property releases.
- I) Recognize that the Barrie Photo Club is a family-oriented Club and that any work displayed at the Club of a nude or of a semi-nude nature or depicts violence, blood or an illegal act is strictly prohibited according to the Club's By-Laws.
- J) Avoid behaviour that brings the Barrie Photo Club into disrepute, including but not limited to abusive use of alcohol or non-medical use of drugs.
- K) Comply at all times with the Bylaws, policies, and rules and regulations of the Barrie Photo Club, as adopted and amended from time to time.
- L) Prevent unwanted interruptions in formal presentations from personal electronic devices including but not limited to cellular phones.
- M) Adhere to all Federal and Provincial laws as well as Municipal bylaws.
- N) Report any violations of the Code of Conduct and Ethics in writing to the Barrie Photo Club Executive Committee.