

Bullying and Harassment Code of Conduct

PAMA is committed to promoting a safe environment and recognizes that bullying and harassment are detrimental to the business environment and can lead to adverse consequences for the person being bullied or harassed. This policy extends to incidents that occur during PAMA-organized meetings/events/sessions, and incidents that are sufficiently connected to the aforementioned.

Bullying and harassment are defined as comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy.

The behaviour's frequency and severity are both factors in whether the behaviour would be included in the definition of bullying and harassment.

Harassment prohibited by this policy include discrimination against race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, age and criminal or summary conviction offence.

Examples that might constitute bullying or harassment include, but are not limited to, the following behaviours:

- Unwelcome remarks, jokes, nicknames, slurs, innuendo or taunting related to any of the prohibited grounds;
- Verbal abuse, threats or taunting;
- Physical abuse or threats of physicality;
- Undermining others to make them look bad;
- Belittling and devaluing others' opinions;
- Spreading malicious rumours;
- Gender-related comments about a person's physical characteristics or mannerisms;
- Bragging about sexual prowess or questions or discussions about sexual activities;
- Unwelcome, inappropriate comments about a person's perceived sexual attractiveness or unattractiveness;
- Sharing of inappropriate materials (i.e. insulting comics; sexual images);
- Unwelcome physical contact;
- Leering or inappropriate staring;
- Unwelcome romantic or sexual advances or propositions;
- Demands for dates or sexual favours.

If a person does not explicitly object to bullying or harassing behaviour, or appears to be going along with it, that does not mean the behaviour is okay. The behaviour could still be considered harassment under the Code.