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CGLCC 9th Annual Black and White Gala 2024 Code of Conduct

The Canadian 2SLGBTQI+ Chamber of Commerce (CGLCC) is committed to fostering a safe and harassment-free Gala where all staff and attendees—including partners, vendors, and guests—are treated with respect and dignity.

All attendees agree to the Gala's Code of Conduct and commit themselves to being respectful in all event spaces and in their interactions with all participants. Individuals who harass, discriminate, or engage in disorderly conduct are subject to disciplinary action. Violations of the Code of Conduct can result in the immediate ejection of individuals from the event, at the discretion of the organizers, and without a refund. Perpetrators may also be subject to legal action.

Discrimination and harassment based on aspects of an individual's identity, including but not limited to gender, sexual orientation, race, ethnicity, religion, disability, etc., will not be tolerated at the Gala. Disorderly conduct, including disruptive and threatening behaviour, will also not be tolerated.

If you require assistance due to a breach in conduct, please speak with CGLCC staff. If you are unable to locate staff, please go to the registration table and ask to be connected with a designated person from CGLCC about the Code of Conduct. In the case of an emergency, call 911.

To foster a safe and inclusive event, all attendees are encouraged to report when they witness or experience incidents of harassment, discrimination, and disorderly conduct. Please be advised your identity will not be shared with the offending person(s) when submitting a report, unless required by law or required to comply with an investigation requested by the person who experienced harassment or discrimination.



CGLCC's organizers take reports of harassment, discrimination, and disorderly conduct seriously. By adhering to the Code of Conduct, you can help encourage a safe and inclusive environment for everyone in attendance.

Examples of violations to the Gala Code of Conduct include:

1. **Harassment** - unwanted physical, verbal, or non-verbal conduct that violates a person's dignity or creates an intimidating, hostile, degrading, uncomfortable, or toxic environment.

Examples of harassment include, but are not limited to:

- threatening remarks or gestures
- sexual assault
- gender-based insults or jokes
- inappropriate or unwelcome comments about a person's physical attributes or appearance

2. **Sexual Harassment** – a form of harassment involving sexual comments, conduct, or sexual solicitations or advances where the comment or conduct is known or ought reasonably to be known to be unwelcome.

Examples of sexual harassment include, but are not limited to:

- unwelcome, offensive comments that are sexual in nature
- unwelcome physical contact, such as touching, patting, or pinching
- requests for sexual favours

3. **Discrimination** - treating people differently or adversely because of one or more facets of their identity such as race, ethnicity, gender, gender expression, sexual orientation, disability, religion, etc.

Examples of discrimination include, but are not limited to:

- jokes about groups of people based on identity
- purposefully excluding someone based on their identity



4. **Disorderly Conduct** - behaviours that disrupt the proceedings of the event, disturb the peace, or present a safety hazard to Gala attendees or the general public.

Examples of disorderly conduct include, but are not limited to:

- disruptive behaviour due to intoxication
- aggressive or threatening behaviour
- any behaviour that places oneself or others in danger