



WOMEN IN FILM
AND TELEVISION
VANCOUVER

Women in Film and Television Vancouver Code of Conduct

Revised November 2020

We at Women in Film and Television Vancouver (WIFTV) value diversity and inclusion and are committed to providing a friendly, safe, respectful and welcoming environment for all, regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, gender, marital status (including single status), gender identity, gender expression, sex (including pregnancy and breastfeeding), and sexual orientation.

The Women in Film and Television Vancouver Code of Conduct will ensure that all attendees including:

- Guests
- Members including Board Members
- Partners
- Sponsors
- Media
- Staff
- Volunteers
- Vendors

have positive experiences at our events.

By entering our events, you accept our General Policies and agree to abide by our Code of Conduct.

Women in Film and Television Vancouver will not tolerate harassment and violence against or by any person at any Women in Film and Television Vancouver events.

Harassment is defined as:

- engaging in vexatious comment or conduct against an individual that is known or ought reasonably to be known to be unwelcome; or
- sexual harassment.

Some examples of harassment include:

- any verbal or electronic comments related to any or all protected grounds as defined by the British Columbia Human Rights Code;
- deliberate intimidation, stalking or following;



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- photography or recording of an individual that is non-consensual and unwelcome;
- sustained disruption of events;
- inappropriate physical contact; and
- any touching or attention that is unwelcome or ought reasonably to be known to be unwelcome.

Women in Film and Television Vancouver will not tolerate the use of derogatory or discriminatory language, gestures or actions, including any form of racial, religious, sexist, gendered or ethnic slurs, or any other targeted comments which are intended or ought reasonably to be known to cause personal offense to another Women in Film and Television participant either in-person or online.

Sexual harassment is defined as:

- engaging in a course of vexatious comment or conduct against an individual because of gender, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or
- making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Some examples of sexual harassment include:

- asking for sex in exchange for a benefit or a favour;
- repeatedly asking for dates, and not taking “no” for an answer;
- demanding hugs;
- making unnecessary physical contact, including unwanted touching;
- using rude or insulting language or making comments toward other individuals;
- calling people gender-specific derogatory names;
- making sex-related comments about a person’s physical characteristics or actions;
- saying or doing something because you think a person does not conform to gender-role stereotypes;
- posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including online);
- making sexual jokes; or
- bragging about sexual prowess.

Women In Film + Television Vancouver Society

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Violence means, but is not limited to:

- The exercise of physical force by a person against an individual that causes or could cause physical injury to the individual;
- An attempt to exercise physical force against an individual that causes or could cause physical injury to the individual;
- A statement or behavior that is reasonable for an individual to interpret as a threat to exercise physical force against an individual that causes or could cause physical injury to the individual;
- Physical acts (e.g., hitting, shoving, pushing, kicking, sexual assault); or
- Any threat, behaviour or action which is interpreted to carry the potential to harm or endanger the safety of others, result in an act of aggression, or destroy or damage property.

Consequences of Violations of the Code of Conduct

Violations of this Code of Conduct will not be tolerated whether by attendees, guests, staff, volunteers, vendors, media, sponsors and partners. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a participant engages in unacceptable behavior, Women in Film and Television Vancouver may, at its sole discretion, expel the participant from the event and/or future events, without warning or refund, and, if appropriate, solicit the involvement of local law enforcement.

Persons finding themselves in a situation where they feel their safety is at risk or who become aware of an attendee acting in violation of this Code of Conduct should immediately report the attendee to a senior staff member or Director of Women in Film and Television Vancouver.

Please contact wiftv@womeninfilm.ca if you believe that you've observed or experienced a violation of this Code of Conduct. Women in Film and Television will take all reasonable and practical measures to investigate and address all instances of harassment, sexual harassment, and violence.

All violations of the law should be reported to local law enforcement. For emergencies, immediately dial 9-1-1.