

## Overview

The Canadian Society of Addiction Medicine (CSAM-SMCA) is committed to providing a welcoming, safe and harassment-free conference experience for everyone. This Participant Code of Conduct (the “Code”) applies to all attendees, speakers, sponsors, exhibitors, staff, service providers, and other guests (collectively referred to as the “Participants”). We expect all conference participants to abide by this Code of Conduct during any sessions, seminars, presentations, exhibitor times or formal/informal social gatherings that occur during the conference or within the conference app.

Failure to abide by this Code is subject to corrective action and sanctions, including refused admission being asked to leave the conference, or not being permitted to attend future conferences, and other penalties consistent with this Code.

## Expectations:

- Behave in a courteous and professional manner
- Treat all Participants with respect, dignity and consideration, in the spirit of valuing a diversity of views and opinions
- Be considerate, respectful, and collaborative in communication and actions
- Discuss differences and critique ideas in a non-confrontational manner with due regard for the viewpoints of others
- Be kind to others, refrain from demeaning, discriminatory, or harassing behaviour and speech
- Report suspected inappropriate behaviors when safe and feasible, as outlined below
- Respect the rules, policies, and property of CSAM-SMCA and its contracted Event facilities and vendors
- Be polite and respectful in online chats
- Respect the policies of the conference app
- Comply with all applicable laws and regulations
- Ask for explicit consent from the speaker and organizer prior to publishing presentation recordings or video clips on any kind of media or platform (e.g scientific publications, social media or conference websites). Posting (a few) slides (or parts thereof) on social media (e.g. X, Facebook, Instagram etc) helps promote scientific discussion and is permitted unless the speaker indicates at the beginning of their talk that they are not comfortable with that.

## Prohibited Behaviours (include but are not limited to):

- Harassment, which is defined for the purposes of this Code to include unwelcome or offensive verbal, visual, or physical contact, including conduct, comments, recordings, or images that a person would reasonably find offensive, demeaning, or hostile
- Sexual harassment, which is defined for purposes of this Code to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gesture of a sexual nature that has or that might reasonably be expected or be perceived to offend, humiliate, or intimidate another person
- Exhibiting behavior that is unruly or disruptive, or that endangers health or safety, including any physical force whatsoever
- Discriminatory conduct based on race, sex, sexual orientation, gender expression or identity, nationality, disability, religion, political affinity, or any other characteristic protected by law
- Trolling, including intentionally provocative online behaviour intended to antagonize, as opposed to supporting discussion and understanding
- Deliberate intimidation, threatening, stalking, or following

- Disruption of any portion of the Event, exhibitor, sponsor program, or area
- Destruction, theft, dismantlement, defacement, abuse, or intentional misuse of CSAM-SMCA or CSAM-SMCA-contracted venues, property, equipment, signage, or supplies
- Failure to comply with directions of Event personnel regarding operations or emergency response procedures
- Knowingly and falsely reporting violations of this Code in bad faith
- Accessing restricted areas without a proper registration pass and/or credential; misusing registrations, passes and/or credentials; presenting false identification; or permitting another person to falsely present the Participant's identification as their own without specific authorization in writing from the Association
- Video recording of any content from the conference (sessions, presentations, Q&A, chat window activity, etc.), unless specifically authorized to do so.
- Sharing connection information to the platform with non-registered people. When connecting to the platform, all attendees should use their own name, and not attempt to misrepresent themselves in any way.
  - Copying, redistributing or using data from presentations without permission from the authors
  - Unauthorized access or malicious changes to the conference website, conference hosting tools or any related systems

## Reporting Unacceptable Behaviour

If you believe you are being subjected to inappropriate conduct, believe someone else is being subjected to inappropriate conduct, or have any other concerns, report as soon as safe and feasible. It is always best to address these matters as they are occurring, however, if this is not possible. There are a number of ways to report concerns:

1. Call or text our "on call" support person (information available at the registration desk)
2. Complete our [online form](#), which will be monitored throughout the conference

## Consequences of Participant Engagement in Prohibited Conduct

Any Participant asked to stop engaging in prohibited conduct must comply immediately. In its sole discretion, CSAM-SMCA will determine the nature of the Participant conduct that warrants corrective action, as well as the corrective action to be taken, which may include immediate removal from the conference without warning or refund. CSAM-SMCA reserves the right to prohibit attendance to future conferences.

Corrective action may take any, or all, of the following steps:

- Verbal warning
- Expulsion from the Event with no refund or credit
- Ban from future conferences
- Notifying employer
- Notifying appropriate authorities

(end)