

The BCAEA is a volunteer-run organization as such, we value their contributions and well-being. This policy is designed to help protect the mental, physical, and emotional well-being of the many volunteers that make our event possible.

The BCAEA does not tolerate harassment of its staff or the staff of any of its events in BCAEA physical or virtual spaces. This includes, but is not limited to:

- The board of directors
- Event staff & volunteers
- Contractors, affiliates, services providers, or their staff.
- Venue staff (eg Hotel staff)

The BCAEA defines harassment as aggressive pressure or intimidation and includes but is not limited to:

- Criminal Harassment as defined by Section 264 of the Criminal Code of Canada
 - <https://laws-lois.justice.gc.ca/eng/acts/c-46/section-264.html>
- Offenses against the person and reputation as outlined in Section VIII
 - <https://laws-lois.justice.gc.ca/eng/acts/c-46/page-50.html#h-119663>
- Threats against the life, health, safety, or reputation of volunteers and staff.
- Inciting others to violence
- Spam, defamation, libel, rumors, impersonation, or otherwise attempt to overwhelm volunteers and staff with unsolicited messages online or on social media.
- Continued unwanted advances or communications of a sexual nature

Participating in any form of harassment (online or in-person) may jeopardize membership with the BCAEA and attendance at its events.

If you feel you are in immediate danger, please ensure your personal safety by contacting law enforcement. If you are at one of our events, please reach out to the Convention Operations staff or senior staff members.

If you feel you are a victim of harassment, please report the incident in detail with any supporting documentation to board@bcanthroevents.org.