

CLOVERLEAF GARDEN CLUB OF MISSISSAUGA
BY-LAWS
Code of Conduct – Appendix 2 , All Members

To have an enjoyable, productive, and welcoming environment we expect all members to commit to a reasonable Code of Conduct as outlined below:

- 1, Respect the principles of due process and fair play.
- 2.. Demonstrate respect for individuals in all manifestations of their cultural and linguistic diversity and life circumstances.
3. Respect and consider diverse and opposing viewpoints.
4. Conform with the current Club Constitution and By-Laws, and Policies and Procedures approved by the Board.
5. Accept, respect and support decisions legitimately taken by the Club.
6. Encourage a positive environment in which individual contributions are encouraged and valued.
7. Employ established communication channels when questions or concerns arise.
8. Not release any personal information regarding any other member(s) without obtaining express Consent from the person(s) involved.
9. Do not engage in harassment or abuse as defined below:

a) Harassment:

Harassment consists of offensive, abusive, belittling, or threatening behaviour. Such behaviour is of a nature that a reasonable person would recognize as unwelcome and likely to cause the recipient to feel offended, humiliated, or intimidated.

b) Sexual Harassment:

A person is deemed to have sexually harassed another person if:

- 1) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours to the person harassed, or
- 2) the person engages in unwelcome conduct of a sexual nature in relation to the person harassed, in circumstances in which a reasonable person, would have anticipated that the person harassed would be offended, humiliated, or intimidated.

c) Behaviour Constituting Harassment:

Can take many different forms and may be explicit or implicit, physical, verbal, or non-verbal. Examples include, but are not limited to:

- 1) jokes or comments directed at a person's body, looks, age, race, religion, sexual

orientation, or disability:

- 2) abusive behaviour aimed at humiliating or intimidating someone in a less powerful position;
- 3) unwelcome remarks including teasing, name-calling, or insults, innuendo, or taunting;
- 4) homophobic comments and/or behaviours;
- 5) uninvited touching, kissing, embracing, or messaging;
- 6) unwelcome staring, leering, or ogling;
- 7) unwelcome smutty jokes and comments;
- 8) unwelcome persistent or intrusive questions about a person's private life;
- 9) repeated invitations to go out, especially after prior refusal;
- 10) unwelcome sexual propositions;
- 11) the use of promise or threat to coerce someone into sexual activity;
- 12) sexual insults, taunts, or name-calling;

d) Abuse:

Abuse can be defined as, but not limited to, any act of threat involving molestation, harassment, corporal punishment, or any form of physical, sexual or mental abuse; the misuse of power or authority; treatment of an individual or persons in a harmful, injurious, and or offensive manner; speaking insultingly, harshly and /or unjustly to or about another person(s); or committing an act of sexual assault.

Thank you for your collaboration.