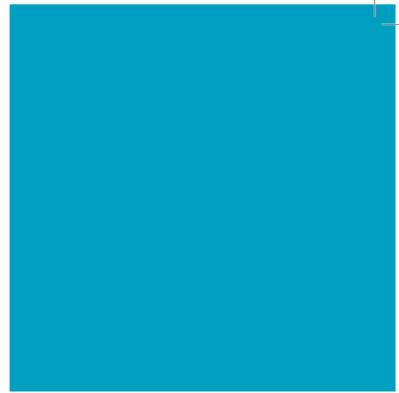


# Code of CONDUCT



The following guidelines apply to all facets of Alberta Municipalities' Events including sponsor hosted events, workshops, plenaries, political meetings and social gatherings where Event Participants are in attendance. By attending an Alberta Municipalities' Event, an Event Participant agrees to abide by these guidelines. Behaviours that are not acceptable at Alberta Municipalities' Events include:

- a) Harassment or intimidation based on personal characteristics such as gender, race, sexual orientation, disability, physical appearance, ethnicity, age or religion.
- b) Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited sexualized language or physical contact,
- c) Shouting down or the use of abusive, offensive, or threatening language towards Event Participants or staff, and
- d) Wearing clothing that may be offensive toward other Event Participants or that displays vulgar language or images.

If an Event Participant experiences or witnesses these behaviours, they are to report it to any Alberta Municipalities Board Member or the CEO. An ABmunis Employee can connect an Event Participant with one of these individuals if the Event Participant does not know who they are.

Any report of a Code of Conduct violation is taken seriously by Alberta Municipalities and the organization is committed to taking steps to ensure the safety of all event attendees.

Any Event Participant found to have violated this Code of Conduct will be subject to whatever disciplinary measures the Alberta Municipalities Executive Committee, or its designate, deems appropriate. Such measures may include, but are not limited to:

- a) Removal from the Event, with or without a refund,
- b) Prohibition against further in-person and/or virtual attendance at the Event, and
- c) Prohibition against attendance at future Alberta Municipalities' Events.

This Code of Conduct does not supersede or replace any municipal or organizational Code of Conducts that Event Participants may also be subject to.

Event Participants who wish to report a breach of a municipal or organizational code of conduct must contact a representative of the relevant municipality or organization.

