

OAN Event Participation Guidelines

OAN Commitment

In preparation for OAN meetings and events, the OAN takes measures to ensure that all event participants and staff share a commitment to creating an enjoyable, safer, professional, and equitable space for all.

The OAN aims to provide a discrimination and harassment-free event. During this event we expect everyone in attendance to uphold shared values and requirements related to our conduct. When we gather together, we may intentionally or unintentionally say things or behave in ways that may not meet our guidelines for conduct and may impact others.

Throughout the event, the OAN will work with participants to ensure that guidelines regarding conduct are upheld. That said, we ask that participants come to our events with a learning mindset, a focus on listening, and generosity of spirit.

Participants who do not uphold the integrity of a safer space or are unable to engage respectfully, will be asked to leave or be removed from the event. We may follow up directly with those who do not respect conduct guidelines after the event.

It is important to note, the OAN's Event Participation and Conduct Guidelines will evolve over time.

Expectations of Conduct

The OAN has set expectations concerning conduct and behaviour and/or the encouragement of other's behaviour during our events.

Discrimination in any form in this space is unwelcome; this includes intentional or unintentional forms of discrimination such as:

- Anti-Indigenous, anti-Black, or other forms of racism
- Discrimination based on health or HIV status

- Homophobia or biphobia
- Discrimination based on gender, gender identity/expression
- Faith-based discrimination including but limited *not* to Islamophobia
- Other forms of prejudice and discrimination including but *not* limited to antisemitism
- Discrimination based on immigration status, place of origin, or language
- All other protected grounds such as age, ability, family status, income, or record of offence

The OAN also discourages any kind of language or conduct that should be known to be unwelcome to other participants. Personal attacks, intimidation, threats of violence or harassment are not permitted in this space, including:

- Physical, sexual, verbal, or other forms of harassment
- Disclosure of others' HIV status, or other details regarding health status without permission
- Sharing of confidential information about other individuals', or agency business, including human resources-related information, and the like

Our Role

OAN staff and facilitators are responsible for identifying and addressing instances where expectations of conduct are not met. We will work to recognize, review, and resolve issues and incidents as they arise, and will follow up with the involved persons as appropriate.

It is important to note, the OAN often engages external partners to act as event facilitators/co-facilitators. Facilitators also have a role in monitoring the conduct of participants and will address any instances where participants do not meet these requirements.

If guidelines are not upheld during this event, the meeting facilitator(s) (OAN staff or external facilitators) may:

- Ask participants to cease any unwelcome behaviour immediately.
- Name the behaviour or comment and acknowledge that it does not meet expectations.
- Pause the meeting at any time to address the conduct of a participant and/or determine an appropriate course of action.

Facilitators may at any time refer a matter to OAN staff for resolution or comment.

Where a participant cannot meet conduct expectations described in these guidelines, the OAN may take additional action which may include:

- In virtual spaces, shutting off a speaker's microphone and/or camera and/or removing comments that breach these guidelines from the chat.
- Meeting with participants who do not uphold guidelines outside of the event space to address and discuss their conduct while the event remains in progress.
- Requesting that the person leave the meeting space.
- Removing the participant from the virtual space.
- Pursuing other forms of resolution with participants and/or their organization.

Your Role

Participants are required to follow these guidelines and to help contribute to creating an enjoyable, safer, professional, and equitable event. If you're able, speak up if these guidelines are not honoured so the OAN can take action and/or seek resolution.

If someone at this event is not following these guidelines or a behaviour has not been heard/observed by OAN staff or facilitators, please inform OAN staff (to be identified at each event).

You can also reach out to OAN staff following the event to share your comments or feedback. Or, if you have a concern about the conduct of a participant, or that of OAN staff that has not been adequately addressed, please communicate the issues via the OAN's [public complaints process](#), found on the OAN's website under the contact tab.