SMCC Harassment and Discrimination Policy

The Sponsorship Marketing Council Canada (SMCC) is committed to providing an environment in which all members, volunteers, participants, and staff are treated with respect and dignity. SMCC upholds a zero-tolerance policy for harassment and discrimination. Everyone affiliated with the organization is obligated to uphold this policy and report any incidents as soon as they occur or are witnessed.

1. Every person has a shared responsibility to promote and sustain a respectful environment and respect the dignity and human rights within the SMCC community. There is an expectation to actively welcome diversity as well as participate and work collaboratively towards ensuring an environment free from offensive or disrespectful behaviour.

2. This policy is not intended to discourage or prevent any person from:

   2.1. Pursuing a complaint under any applicable legislation (including the *Criminal Code of Canada*);
   2.2. Exercising any other legal rights under any other provincial law.

3. Harassment refers to any unwanted and offensive behaviour that creates a hostile or intimidating environment, often targeting individuals based on specific personal characteristics or attributes. It can manifest in various forms, including verbal, physical, and psychological actions, and can occur in various settings such as workplaces, educational institutions, or public spaces.

4. Discrimination refers to the unfair or unequal treatment of individuals based on certain characteristics or attributes. It occurs when someone is treated less favorably than others in similar situations due to their race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or other protected characteristics.

5. Every person has the right to be free from Harassment and Discrimination on the following protected grounds:

- Age
- Race
- Colour
- Religion
- Creed
- Sex (includes pregnancy)
- Sexual orientation
- Gender identity
- Gender expression
- Physical disability
- Mental disability
- Mental disability
- An irrational fear of contracting an illness or disease
- Ethnic, national, or aboriginal origin
- Family status
- Marital status
- Source of income
- Political belief, affiliation or activity
- Other considerations

6. Every person has the right to bring forward allegations of offensive or disrespectful behaviour and make either an Informal or Formal Complaint.

6.1. Complaints are made as soon as reasonably possible.

7. Complaints are taken seriously and addressed in an appropriate and timely manner. Corrective action up to and including dismissal from the membership may result if:

7.1. There is a failure to abide by this policy.
7.2. There is a finding of a substantiated complaint of offensive or disrespectful behaviour.
7.3. There is retaliation against a party involved in the incident of alleged offensive or disrespectful behaviour. This includes, but is not limited to, retaliation against a person for:

7.3.1. Filing a complaint or expressing an intention to file a complaint.
7.3.2. Providing evidence, information, or assistance in relation to a complaint.
7.3.3. Participating in any process under this Policy.
7.3.4. Being identified as the respondent to a complaint.

8. All SMCC affiliates are responsible to fully cooperate with the procedures contained in this policy, including but not limited to, cooperating during an investigation and/or resolution process, and maintaining confidentiality and respecting the privacy of those involved.

9. Complaints must be made in good faith. A complaint that is frivolous, vexatious, or malicious in nature and/or is knowingly false may result in discipline up to and including revoking one's membership, without refund.