2024 SUMA Convention and Tradeshow

Harassment-Free Policy

This policy was established to clarify what measures are taken to ensure a harassment-free environment for all the delegates, staff, exhibitors, volunteers, and the Board of Directors. SUMA is committed to fostering a harassment-free convention where all in attendance are treated with respect and dignity.

Harassment is:
• offending or humiliating someone physically or verbally;
• threatening or intimidating someone; or
• making unwelcome jokes or comments about someone's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or pardoned conviction.

Sexual harassment is:
• behaviour or comments that are related to a person's sex;
• behaviour or comments of a sexual nature that creates an intimidating, unwelcome, hostile, or offensive environment; or
• behaviour or comments of a sexual nature that could reasonably be thought to put sexual conditions on a person's job, employment, or other opportunities.

It is expected that all persons in attendance at the convention will always treat one another with respect and dignity. The 2024 SUMA Convention and Tradeshow is a "mask-friendly" event, and it is expected that all persons respect individual choices regarding masks based on one's own risk assessment. Anyone experiencing or witnessing harassing behaviour at the event is encouraged to report the incident to the CEO or Board of Directors. The matter will be appropriately investigated by a SUMA representative.

The investigator will prepare a report that will include:
• a description of the allegations;
• the response of the person the complaint was made against;
• a summary of information learned from witnesses (if applicable); and
• a decision about whether, on a balance of probabilities, harassment did occur.

Any person in attendance found to be harassing any other individual or group in relation to any of the aforementioned behaviours will immediately be removed from the convention and not permitted to return to the event.