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CRS-YCAR Virtual Student Conference 2022 Code of Conduct and Response Framework

CODE OF CONDUCT

The CRS-YCAR Virtual Student Conference 2022 seeks to provide an inclusive, collaborative, caring, and respectful community environment for everyone, regardless of gender, gender identity/expression, race/ethnicity, sexual orientation, disability, physical appearance, age, language spoken, national origin, and/or religion. We are committed to diversity and free expression of ideas, and creating a conference in which participants feel welcome to learn and exchange ideas in an environment of mutual respect. We are also dedicated to providing a conference experience that offers extraordinary and joyful learning experiences for everyone.

We do **NOT** tolerate harassment or disrespect of conference participants in any form. Sexual or discriminatory language and imagery are **NOT** appropriate for any online platforms associated with CRS-YCAR Virtual Student Conference 2022, including panel presentations, discussions, and virtual social events.

If someone makes you or anyone else feel unsafe, harassed, or unwelcome, please report it as soon as possible. Conference organizers will initiate action to address the issue. Participants who are asked by anyone to stop any harassing or disrespectful behaviour are expected to comply immediately.

All participants are required to adhere to the conference Code of Conduct and respect fellow participants in order to ensure a safe, welcoming, and inclusive learning experience for everyone present. We have established a specific and accessible response framework to be applied in the event of an incident.

Harassment is understood as behaviour that intimidates or threatens another person or group of persons. It includes a wide range of behaviours, including offensive verbal comments and slights related to gender, sexual orientation, disability, physical appearance, body size, ethnicity, nationality, race, or religion; sexual and or discriminatory images in public spaces (in the case of this conference - public online spaces); inappropriate photography or recording; sustained disruption of talks or social events; and unwelcome sexual attention.

Furthermore, we do **NOT** tolerate “Zoombombing”. Zoombombing is a type of cyber-harassment in which an individual or a group of unwanted and uninvited users interrupt online meetings over the Zoom video conference app. This disruption occurs when intruders

gate-crash gatherings -- sometimes for malicious purposes, such as sharing pornographic or hate images or shouting offensive language.

RESPONSE FRAMEWORK

What You Can Do & How We Will Respond

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of the conference *for everyone*.

If a participant engages in harassing behaviour, the organizers will initiate action in response. Participants who are asked by anyone to stop any harassing or disrespectful behaviour are expected to comply immediately. Sanctions may include, but are not limited to, warning the offender, withdrawing the offender's position on the program, requiring the offender to leave the session in which the harassment takes place, immediate expulsion from the event, and filing a complaint under York University's Code of Student Rights and Responsibilities (<https://oscr.students.yorku.ca/student-conduct>).

If you are being harassed, notice that someone else is being harassed, or have any other concerns during the conference, please notify the Organizing Team or event volunteers as soon as possible.

Please note that all reports are kept confidential and only shared with those who "need to know". Retaliation in any form against anyone reporting an incident of harassment, independent of the outcome, will **NOT** be tolerated.

Where immediate action is required we request the issues be raised via private message within the Zoom meeting in question (by sending a direct message to the meeting host or one of the meeting co-hosts). Issues may also be raised by email to yorkcrscaucus@gmail.com and we will respond to those as soon as we can.

We will be happy to help you contact local support services or otherwise assist you to feel safe for the duration of the event. We value your attendance.

Harassment in-session:

Panel Moderators, Security Helpers, and Organizing Team representatives are expected to monitor each session. Should harassing behaviour manifest or be otherwise reported, Panel Moderators, Security Helpers, and Organizing Team representatives will immediately request the offender to cease. If an incident occurs, the organizers will work to understand and document what happened to determine an initial response. All incidents will be handled on a case-by-case basis.

Decisions to expel participants from a session or from the conference will be discussed with the Organizing Co-chairs before acting, except in the case of a Zoombombing or other type of cyber-harassment situation that requires immediate action. In such a case, the offender(s) will be immediately removed from the session in question. Following an offender's immediate removal from a particular session, organizers will work together to determine whether or not they should be banned from returning to the conference.

Incident details will be logged in confidential Organizing Team records.

For serious incidents:

Decisions to expel participants from the conference must be discussed with the Organizing Co-Chairs before being actioned.

Accusations of criminal activity must be reported to Organizing Co-Chairs immediately.

Complainants must be supported for the remainder of the event as appropriate.

Incident details must be logged in confidential Organizing Team records.

If you would like to share any feedback with us about this Code of Conduct or Response Framework, please contact us at: yorkcrscaucus@gmail.com.

Sincerely,

CRS-YCAR Virtual Student Conference 2022 Organizing Team

Sources:

This code of conduct and response framework has been adapted from iPres 2018 Code of Conduct: <https://ipres2018.org/code-of-conduct>

Additional source: [definition of "Zoombombing"](#)