**NONE OF THE ABOVE – ALBERTA SECULAR CONFERENCE**

Alberta Secular Conference, is committed to a healthy, harassment-free environment for all our attendees and guests.

**Definition of harassment**

Harassment occurs when an attendee is subjected to unwelcome verbal or physical conduct because of race, religious beliefs, colour, gender, physical or mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. Alberta human rights law prohibits harassment based on these grounds.

Prohibited conduct may include but is not limited to harassment related to gender, gender identity, sexual orientation, disability, physical appearance, body size, race, age, religion, sexual images in public spaces (not related to convention sessions or materials), deliberate intimidation, stalking, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Alberta Secular Conference also will not tolerate the display of pornographic, racist or offensive signs or images; practical jokes that result in awkwardness or embarrassment; and unwelcome invitations or requests, whether indirect or explicit.  
  
Alberta Secular Conference recognizes that derision of religion is common at this type of conference and welcomes such discussion. However, the harassment of individuals for his or her religious beliefs will not be tolerated. Racist, sexist, homophobic, or transphobic conduct will not be tolerated.

**Definition of sexual harassment**

The [*Alberta Human Rights Act*](http://www.qp.alberta.ca/574.cfm?page=A25P5.cfm&leg_type=Acts&isbncln=9780779744060)prohibits discrimination based on the ground of gender, including sexual harassment. Unwanted sexual advances, unwanted requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature can include such things as pinching, patting, rubbing or leering, "dirty" jokes, pictures or pornographic materials, comments, suggestions, innuendoes, requests or demands of a sexual nature. The behaviour need not be intentional in order to be considered sexual harassment.

All harassment is offensive and in many cases it intimidates others. It will not be tolerated at our conference.  
  
We understand that human interaction can be complex and confusing. Please give each other the benefit of explaining behavior you find offensive or unwelcome. However, participants asked to stop any prohibited conduct are expected to comply immediately.

**A) Procedure**

If you are being harassed:

1. Tell the harasser that their behaviour is unwelcome and ask them to stop.
2. Keep a record of incidents (date, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can strengthen your case and help you remember details over time.
3. Make a complaint. If, after asking the harasser to stop their behaviour, the harassment continues, report the problem to one of the organizers or sponsors of Alberta Secular Conference.

You also have the right to contact the Alberta Human Rights Commission to make a complaint of sexual harassment and you can report any incident of assault that has occurred to the police.

**B) Dealing with a complaint**

1. Once a complaint is received, it will be kept strictly confidential. An investigation will be undertaken immediately and all necessary steps taken to resolve the problem. If appropriate, action taken may include conciliation.
2. Both the complainant and the alleged harasser will be interviewed, as will any individuals who may be able to provide relevant information. All information will be kept in confidence.
3. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately and information handed over to appropriate law enforcement.

**C) Responsibility of attendees**

It is the responsibility of any person attending this conference to take immediate and appropriate action to report incidents of harassment of any type, whether brought to their attention or personally observed. Under no circumstances should a legitimate complaint be dismissed or downplayed nor should the complainant be told to deal with it personally.

Report such incidents to the organizers, volunteers or at the registration desk.

Failure to abide by our conference code of conduct will result in ejection from the convention without refund at the sole discretion of conference organizers.  
  
Alberta Secular Conference seeks to provide a safe, healthy and rewarding environment for its attendees. Harassment will not be tolerated at this conference.

**Please note: A complaint must be made to the Alberta Human Rights Commission within one year after the alleged incident of discrimination. The one-year period starts the day after the date on which the incident occurred. For help calculating the one-year period, contact the Commission.**