



**Uncovering Racism in Medicine: A Pathway Forward
Conference Code of Conduct
September 22, 2023**

The Saskatchewan Medical Association (“SMA”) is dedicated to dismantling biases and discrimination experienced by medical students, residents, and physicians and providing a harassment-free conference experience for everyone. We value the participation of each member of this community and want all attendees at the *Uncovering Racism in Medicine: A Pathway Forward* conference (“conference”) to have an enjoyable and fulfilling experience. Accordingly, all attendees, speakers, sponsors, and volunteers (“attendees”) are expected to show respect and courtesy to other attendees throughout the conference.

All attendees, by attending the conference, agree with this code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all attendees to help ensure a safe environment for everybody. We do not tolerate harassment of conference attendees in any form.

- Harassment includes offensive communication related to a prohibited ground*, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery are not appropriate for any conference venue, including talks.
- Be kind to others. Do not insult or put down other attendees. Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate for this event.
- Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Swearing and offensive jokes are not appropriate for the conference.



- Attendees asked to stop any harassing behavior are expected to comply immediately.
- If an attendee engages in behavior that violates this code of conduct, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference.
- If you are being harassed, notice that someone else is being harassed, or have any other concerns, please advise the volunteers/staff at the registration/information desk.
- The volunteers/staff at the registration/information desk will assist you in recording your concerns in writing. Important information to record includes:
 - Identifying information (name) of the attendee doing the harassing.
 - The behavior that was in violation.
 - The approximate time of the behavior (if different than the time the report was made).
 - The circumstances surrounding the incident.
 - Other people involved in the incident.
- After collecting the important information, the volunteers/staff will be prepared to handle the incident. All staff/volunteers are informed of the code of conduct policy and how to deal with incidents.
- If everyone is presently physically safe, SMA staff will involve law enforcement or security only at a victim's request. If you feel your safety in jeopardy, contact local law enforcement by dialing 911. If you do not have a cell phone, you can use any hotel phone or simply ask a staff member.

Thank you for helping make this a welcoming, friendly event for all.

**Under The Saskatchewan Human Rights Code, 2018, "prohibited ground" means religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, gender identity.*