

## **Book Publishers Association of Alberta Code of Conduct**

The Book Publishers Association of Alberta (BPAA) is committed to providing an environment in which all members, board members, staff, and other members of the BPAA community are treated with respect and dignity. We are committed to inclusivity and the reduction of barriers due to discrimination, including, but not limited to, on the grounds of race, sex, sexual orientation, marital status, gender identity or expression, age, colour, disability or political or religious belief.

Harassment, including bullying, discrimination, and personal and sexual harassment will not be tolerated from any person participating in BPAA programs, meetings, events, or other activities related to the association (a "BPAA Event").

Harassment can take many forms, but all can be defined as any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which harms, humiliates, embarrasses, insults or degrades, and where the behaviour is known or ought reasonably to be known to be unwelcome.

All persons participating in a BPAA Event are expected to

- Treat others with whom they come into contact with courtesy and respect
- Avoid acting in any discriminatory, harassing or violent way towards anyone
- Comply with BPAA Event rules and procedures

A person violating this Code of Conduct may be required to leave a BPAA Event, and may lose the privilege of attending BPAA Events.

Adopted by:  
BPAA Board of Directors  
February 21, 2019