

The Association of Municipalities of Ontario (AMO) is dedicated to providing a positive Conference experience for all participants, and expects attendees, speakers, exhibitors, volunteers, and staff to show respect and courtesy toward one another at all conference and conference-related events.

AMO does not tolerate harassment in any form. Harassment is understood as any behaviour that threatens another person or group, or produces an unsafe environment. It includes offensive verbal comments or non-verbal expressions related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, age, religious beliefs, sexual or discriminatory images in public spaces (including online), deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

AMO is committed to providing a welcoming, harassment-free conference for everyone! By participating in the AMO AGM and Annual Conference, all attendees, speakers, sponsors, partners and volunteers must abide by the following Code of Conduct.

1. Be Nice.

Generosity is one of the core values at AMO, and we expect all employees and volunteers to conduct themselves in a kind and respectful manner. This expectation extends to all attendees, speakers, sponsors and partners involved in the AMO Conference. Jokes or insults that are discriminatory in any way - racist, sexist, homophobic - will not be tolerated, nor will any language that is overly violent or profane.

2. Be Professional.

Start conversations, build connections, and make an effort to be as inclusive as possible with your fellow attendees. Unwelcome advances - either in-person or online - towards any fellow attendee, volunteer or AMO employee are strictly prohibited, as is making any inappropriate/suggestive comments towards others.

3. Be Mindful.

If you witness this Code of Conduct being violated in any way, or come across a situation that is in any way dangerous, make sure to inform an AMO staff member immediately.

Any attendee, AMO employee, volunteer, speaker, sponsor or partner who does not abide by this Code of Conduct may be asked to leave the conference at the discretion of AMO's Senior Management team. In the case that an attendee is expelled, refunds will not be granted.

4. Be Proactive.

If you become aware of this Code of Conduct being violated in any way, or have other concerns, do not hesitate to let an AMO employee know directly, or email events@amo.on.ca