

OFO members, volunteers and event participants are expected to:

- Treat everyone with respect, dignity, and equity,
- Respect the rules, property, and policies of event venues, and
- Adhere to federal, provincial, and local laws during activities/events, including respecting private property.

All members have a role to play in ensuring that our organization is welcoming, inclusive and accessible to a wide audience. We encourage OFO members to engage with other participants at OFO events and respect the interests, rights, and skill levels of fellow birders.

Unacceptable behaviour includes:

- Harassment or discrimination in any form (see definitions below),
- Physical or verbal abuse, and
- Personal attacks directed toward others

For the purposes of this code of conduct, harassment and discrimination are defined as follows:

- **Harassment** is conduct by an individual that the individual knows, or ought reasonably to know, would be unwelcome or harmful to others. Harassment includes any conduct or comment that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. Harassment includes improper conduct towards any individual, even if the improper conduct is not based on discrimination (definition below). Although harassment generally refers to a course of conduct over time, one-time incidents can also be considered harassment.
- **Discrimination** means any form of unequal or different treatment that causes harm. Ontario's Human Rights Code prohibits discrimination based on differences such as race, ancestry, religion, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.