

# BCGWA RESPECTFUL WORKPLACE POLICY

The British Columbia Groundwater Association is committed to creating a culture that promotes equality, collaboration, and inclusiveness. The following BCGWA Respectful Workplace policy governs all BCGWA events and our intent is that members will apply the same approach to their workplace. We believe that everyone attending our association functions has the right to do so in a respectful environment and this policy outlines expectations with regards to behaviour and professional conduct while attending an event organized by or on behalf of the BCGWA.

The BCGWA believes in creating a working environment free from bullying, harassment, victimisation, and unlawful discrimination; we believe in promoting dignity and respect for all and creating an environment where individual differences and the contributions of all members are recognised and valued.

All BCGWA members and guests must not exclude, expel, or discriminate against any other person or member because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or age.

All BCGWA members are responsible for conducting themselves in a respectful, polite, and considerate manner within the association and at association related functions with fellow employees, fellow association members, stakeholders, and members of the public. Your behaviour should exemplify the integrity of our organization. We believe this conduct should also apply to your activities outside the association.

Guidance to create this policy came in part from various provincial and federal legislation documents that all BC employees must follow, including:

- The BC Human Rights Code
- The Canadian Human Rights Act

Failure to abide by this policy will result in a measured response potentially including disciplinary action as seen fit by the BCGWA board of directors. Serious offenses could result in revocation of BCGWA membership and/or exclusion from future functions and events. As BCGWA members we should not merely meet the expectations set out in this policy but should seek to exceed them.