



Waterloo Region Nature Inc.

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WaterlooRegionNature.ca

info@waterlooregionnature.ca

Registered Charity BN 11924 0752 RR0001

Code of Conduct

March 2025

The Waterloo Region Nature club is open to everyone. Waterloo Region Nature is committed to being inclusive and equitable so that everyone feels able to engage fully in the business and activities of the club. Everyone, including directors, members, volunteers, and participants, has an active role in ensuring a safe environment and helping to create the best experience possible for yourself and others.

Waterloo Region Nature will not tolerate violence, unsafe behaviour or harassment at events or functions, or in any interactions among members, volunteers, participants and the board. This includes discrimination based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, gender, sexual orientation, age, record of offences, marital status, family status, or disability.

This Code of Conduct outlines our expectations for all members, participants, volunteers, and board members and it is applicable to in person, electronic and virtual interactions.

- We expect all to be considerate, respectful and collaborative towards fellow members, event speakers, guests, volunteers, and board members.
- We expect all to be inclusive of everyone in an interaction, and to respect and facilitate people's participation whether they are:
 - Joining remotely (on video or phone).
 - A person with a disability.
 - From a different culture.
 - Speaking a different language.
 - Using pronouns other than "he" or "she".
 - Facing other challenges to participate.
- We expect that all voices with new perspectives will be heard and listened to actively. We encourage all to acknowledge members' heartfelt contributions to meetings, events, programs, outreach activities, and board activities.

If a member witnesses or suffers from what they believe to be inappropriate behaviour from another member or guest they are encouraged to promptly report the concern to the board.



A plan to address the concern will be developed by the board (or responsible director) in consultation with the reporting person, taking into account..

- the nature and effect of the reported behaviour
- opportunities for and appropriateness of communicating with the offending party
- any other reports of inappropriate conduct regarding the same party
- whether any verbal or other response was given regarding the offending behaviour, and the offending party's response.

In responding to the reported concerns, the board may:

- invite the reporting party to have a facilitated meeting with the offending member to encourage communication and understanding
- request the reporting party to put the concern in writing
- enable the reporting person to have the choice to remain anonymous
- decide on further actions if it is determined there have been repeated or serious breaches of this Code of Conduct by the offending party, which may entail revoking membership or, in a worst-case scenario, reporting the incident(s) to the police.

If you have questions or concerns about an experience you have had, please reach out to:

President: president@waterlooregionnature.ca

Vice-president: vicepresident@waterlooregionnature.ca