



Pinnguaq Association believes learners, volunteers, trainers, and employees have the right to participate in an environment that is respectful, safe, and positive. With this right comes the responsibility to ensure a respectful, safe, and positive experience for everyone involved in any programming we lead. The following Code of Conduct is designed to provide you and/or your child with that security. This Code of Conduct applies to all participants in any activities at the Pinnguaq Makerspace operated by the Pinnguaq Association.

Participants are expected to adhere to the Code of Conduct detailed below as well as the *Classroom Rules* that will be co-developed between the students and instructors during the first day of a scheduled session and posted for display at the Makerspace.

- We will practice active listening.
- We will be compassionate and understanding.
- We will not practice any adverse discrimination against anyone in any way.
- We will treat each other with respect, courtesy, fairness, honesty, and good faith.
- We commit ourselves to the positive interchange of skills and knowledge.

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## Harassment Policy

The Pinnguaq Makerspace is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of people at our events or space in any form. People violating these rules may be sanctioned or expelled from the space or the event at the discretion of any Pinnguaq Makerspace staff or member.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, and language. Harassment also includes offensive images in public spaces, deliberate intimidation, verbal or physical threats, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. People asked to stop any harassing behaviour are expected to comply immediately.

If a person engages in harassing behaviour, Pinnguaq Makerspace staff may take any action they deem appropriate, including warning the offender or expulsion from the space or event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member or committee member immediately.

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## Expected Behavior

Everyone who uses the Makerspace must be mindful of and take responsibility for their behaviour while at the Makerspace.



This includes:

- Always acting out of respect and concern for others.
- Actively listening to others.
- Always respect the physical and personal space of the those in the Makerspace. Allow all students full opportunities to participate in all activities to the best of their abilities.
- Not using words that are racist, sexist, homophobic, classist or transphobic.
- Humbly accepting respectful correction (or correcting yourself!), keeping in mind that the impact of your words on other people is more important than your intent.

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## Unacceptable Behavior

Abusive behavior, harassment, or destructive behavior towards anyone using the Makerspace is not acceptable.

Users of the Makerspace must not intentionally damage or alter any part of the building, inside or out, including furniture, equipment, or other people's belongings.

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## Enforcement

Anyone asked to stop unacceptable behavior is expected to comply immediately.

Anyone who engages in sustained unacceptable behavior may be sanctioned or permanently expelled from the community without warning (and without refund in the case of a paid event).