# WABE Code of Conduct

The Western Association of Broadcast Engineers (WABE) is committed to providing a safe, inclusive, respectful, and professional environment for all participants.

Our organization strives to cultivate a welcoming environment for all through this code of conduct. This document establishes a set of guidelines of expected behaviours for all participants, including members, attendees, exhibitors, sponsors, speakers, media, contractors, staff, volunteers, and guests, to follow.

1. Expected Conducts
    a. All individuals at an event or meeting hosted by the Western Association of Broadcast Engineers are expected to:
        i. Treat others with respect, dignity, and courtesy
        ii. Engage in lawful, appropriate business and networking activities
        iii. Follow all venue rules, safety requirements, and staff instructions
        iv. Conduct themselves professionally and ethically at all times
2. Prohibited Conduct
    a. The following behaviors are strictly prohibited:
        i. Harassment, intimidation, discrimination, or abuse of any kind
        ii. Offensive or derogatory language or gestures
        iii. Sexual harassment or unwelcome physical contact
        iv. Disruption of sessions, exhibits, or event operations
        v. Aggressive sales tactics or repeated unwanted solicitation
        vi. Threats, violence, or encouraging harm
        vii. Theft, vandalism, or damage to property
        viii. Unauthorized recording, photography, or distribution of content
        ix. Excessive intoxication or illegal drug use
        x. Misrepresentation of identity or industry affiliation

3. Reporting Issues
    a. If you experience or observe a violation, report it immediately to:
        i. A WABE Executive, WABE Conference Manager (at the conference), or a WABE Committee Member
        ii. Email: executive@wabe.ca
    b. Reports will be handled as discreetly as possible by the WABE Executive or a delegated authority of the WABE Executive.
4. Enforcement
    a. WABE Executives reserve the right to take any action deemed appropriate, including, but not limited to:
        i. Verbal or written warning
        ii. Removal from the event without refund
        iii. Revocation of credentials and any associated privileges for individuals or affiliated organizations
        iv. Suspend the individual's membership to the organization
        v. Ban from future events
        vi. Referral to venue security or law enforcement
5. Acknowledgement
    a. WABE Executive reserves the right to modify, amend, or update this Code of Conduct from time to time at its sole discretion. Any revisions will be effective immediately upon posting or delivering notice of the updated document.
6. Implied Consent
    a. By registering for or attending any event hosted by the Western Association of Broadcast Engineers, the participant agrees to comply with this Code of Conduct as a condition of entry.