

Inclusivity, Equity, and Diversity Policy

INCLUSION



EQUITY



DIVERSITY



AMCTO is committed to providing a safe and inclusive environment for our delegates, speakers, guests, and staff where we treat everyone with respect & dignity. Aggressive, harassing or abusive behaviour of any kind will not be tolerated.

The Association strives to promote environments that are accepting and welcoming by creating safe spaces where participation from all registrants, members, and those from underserved groups or marginalized communities is valued and encouraged.

AMCTO is committed to diversity, equity and inclusion and values the voices, lived experiences and perspectives of individuals of all backgrounds. It is important that our Association reflects the diverse communities we serve.

This policy is a living document that will evolve and adapt as needed to be future-proof and to align with our Association's values year over year.

Zero Tolerance

The AMCTO conference is committed to providing a safe and harassment-free experience for all delegates, regardless of gender, gender identity and expression, age, sexual orientation, abilities, physical appearance, race, ethnicity, or beliefs. The Association has a zero-tolerance policy when it comes to harassing or abusive behaviour – this extends to any and all virtual or digital communications and social media or other engagements connected to the conference, other AMCTO programs, services and events. Specifically, at the conference, AMCTO staff are here to support you and provide assistance as needed when it comes to enforcing this zero-tolerance policy. Within our sessions, staff have been instructed to intervene for specific situations where our inclusivity statement and general professionalism have not been upheld. Conference attendees violating these rules may be subject to further action, including possible expulsion from the event.

The AMCTO conference provides opportunities for professional development, networking, and learning – it is not a space for political movements, predatory business activities, harassment, or personal attacks. We promote civil and respectful discussion on topics as presented and will intervene in instances where this policy has not been upheld and/or where there have been contraventions of our core values.



Reporting

All conference participants (delegates, volunteers, speakers, exhibitors, sponsors, and other guests) will be able to identify and report potential breaches of this policy via an online portal (see details on conference floor signs and in the conference app). Reports can be submitted with or without a name (i.e. self-identifying for staff to follow up or anonymously). Guests can also report directly to an AMCTO staff member in person or via chat, phone, or email.

AMCTO staff and session moderators are also responsible for identifying and reporting issues within sessions. Both staff and moderators should work to prevent, stop, deescalate, and redirect inappropriate behaviour that violates the policy. They should also track and report the incident, including the names of those involved, and any actions taken, to the AMCTO conference manager.

Next Steps

The AMCTO conference manager will review any and all reports. Each report will be reviewed in connection to our policy, its severity and impact to the event and the Association as a whole, will be evaluated.

AMCTO may follow up with individuals identified in the report(s) and actions will be determined on a case-by-case basis. Depending on the situation, AMCTO may issue an event-wide or public notice to participants (where applicable) in response to violations of this policy. In serious breaches of this policy, AMCTO reserves the right to remove individuals, with no refund or compensation provided. In more serious cases, AMCTO may provide a written report to the person(s)/group(s), venue teams, and/or AMCTO executive director, HR manager, and/or Board of Directors documenting the situation that took place and recommended action.

AMCTO will document and track reports year-over-year to determine future improvements to this policy and/or to the reporting process. Individuals with repeated infractions may no longer be welcome at future AMCTO conferences and events.