

CASWE-ACFTS' 2024 Conference:

Anti-Harassment Policy



I. About

The 2024 CASWE-ACFTS Annual Conference will take place from June 17 to June 20 at McGill University. The theme for this year's conference is "*Social Work's Role in Transforming the Present for a Sustainable Future*," which aims to unite a diverse ensemble of scholars, researchers, practitioners, and community members from across Canada and internationally.

The conference will offer a program covering a range of topics, from the latest research findings to innovative practices. It emphasizes community building, networking, and inclusive participation, providing opportunities for attendees to connect with peers, mentors, industry leaders, and community advocates.

CASWE-ACFTS is an organization that is committed to Equity, Diversity, Inclusion, and Decolonization (EDID). Thus, it prides itself in providing a safe and inclusive space for all. This means that any form of harassment on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, body size, age, marital status, family status or disability is strictly prohibited.

This Anti-Harassment Policy outlines the expectations that we hold for anyone who attends or participates in the conference or any other meeting at York University including: presenters, panelists, guests, scholars, students, practitioners, activists, and abolitionists.

II. What is Harassment?

According to The Human Rights Code, harassment is defined as any conduct that is known or ought reasonably to be known to be unwelcome.

III. This Includes—but is not Limited to:

Offensive jokes	Physical contact	Display of offensive material	Shunning or exclusionary conduct
Inappropriate	Slurs, jokes, and	Taunting and/or	Unwelcome sexual

comments	name calling	intimidation	approaches
Belittling gestures	Quid pro quo sexual harassment	Psychological harassment	Stalking

IV. Expectations

This conference aims to foster a warm atmosphere that elevates the various perspectives and ideas of academics, graduate students, policymakers, and racialized communities in critical discussions about the problems affecting our planet today. Thus, participants should take proactive measures, whenever possible, to lower the risk of harm.

The hostile work and learning environment that harassment produces is inconsistent with the purpose, vision, and values of CASWE-ACFTS. Immediate measures will be taken against anyone displaying sanctionable conduct during the CASWE-ACFTS Conference.

V. What to Do if You or Someone You Know Has Been Harassed

CASWE-ACFTS participants are encouraged to report any violations of the Anti-Harassment Policy immediately to the Executive Director, Carole Carpot, in person or by email at ed-dg@caswe-acfts.ca.

If, for any reason, you do not feel comfortable reporting this violation to the Executive Director, please report it to the Board President, Jason Albert, at jalbert@firstnationsuniversity.ca.

If you feel that the harassment is not being dealt with appropriately then you are encouraged to file a human rights claim. To do so, contact the Human Rights Tribunal of Ontario at Toll Free: 1-866-598-0322

TTY: 416-326-2027 | Toll Free 1-866-607-1240 | Website: www.hrto.ca

If the harassing behaviour is getting worse or your safety is threatened, contact the police at 911.

VI. Reporting

Everyone on site at the conference is expected to comply with this Anti-Harassment Policy at all events and activities. Any reports of misconduct will be forwarded by the Executive Director or President of the Board, to the Executive Committee and any other relevant third party, which they will decide on potential longer term courses of action or repercussions.

All individuals should also abide to the Federation code of conduct:

[Code-of-conduct-EN-Sept-22.pdf \(swoogo.com\)](#)

Retaliation against anyone who chooses to report an experience of harassment is prohibited.