

EARLYON CODE OF CONDUCT

At York Region, the health and safety of all community members, service delivery partners and staff is a priority. We care about working with our community and partners to build and deliver diverse, respectful, safe, and inclusive work and program spaces.

EarlyON participants, staff and providers are responsible for their behaviour when attending or delivering an EarlyON program. EarlyON participants, staff and providers must follow this Code of Conduct and contribute to a positive program environment that is free from Bullying Behaviour, Discrimination, Racism, and Harassment. Violations of the EarlyON Code of Conduct will be grounds for disciplinary action and inappropriate behaviour could result in a temporary or permanent ban from the program.

EarlyON participants, staff and providers must not, at any time, engage in the following behaviour:

Bullying Behaviour means any act by a person that intimidates or demeans another person, and includes abuse of power, humiliation or embarrassment, persistent and unjustified criticism, exclusion, isolation, threats, rumours and gossip.

Discrimination results from treating a person unequally or unfairly, rather than treating the person fairly based on individual merit. Discrimination can be either intentional or unintentional and is usually based on personal prejudices, biases and stereotypical assumptions about at least one of the protected grounds in the Ontario Human Rights Code.

Racism means attitudes or beliefs that either directly or indirectly assert that one group is inherently superior to others. It can be openly displayed in racial jokes and slurs or hate crimes, but it can be more deeply rooted in attitudes, values and stereotypical beliefs.

Harassment includes sexual harassment and means engaging in a course of comments or conduct that is humiliating, offensive, degrading or abusive, and that is known or should reasonably be known to be unwelcome.

EarlyON participants, staff and providers are expected to follow all applicable provincial and federal laws. EarlyON participants, staff and providers must interact with other participants, staff, volunteers, the public and the EarlyON environment respectfully at all times and maintain a safe environment.

By attending an EarlyON program you agree to abide by this Code of Conduct and any other Codes of Conduct held by the organizations delivering the program.

