The Indigenous Mapping Collective Code of Conduct outlines our expectations for participating in our community whether virtually or in-person. It specifies the process for addressing potential misconduct. We seek to be open, inviting, authentic, and professional. We invite participants to be the same. We want the Indigenous Maps to be a safe space for all people, both online and offline.

This policy has been updated as of June 20, 2022. Firelight Research Inc., the owner of the Indigenous Mapping Collective and Indigenous Mapping Workshop reserves the right to update this policy and will strive to notify all affected stakeholders of any changes made to the Code of Conduct.

Summary

All participants of the virtual Indigenous Mapping Collective or attending any in-person Indigenous Mapping Workshop events are required to observe the following code of conduct. We expect cooperation from all participants to help ensure a safe environment for everyone. All individuals participating in or to treat people with dignity, decency, and respect, and to build a community for everyone, free of intimidation, discrimination, or hostility — regardless of gender identity and expression, sexual orientation, nationality, origin, race, ethnicity, religion, age, disability, or physical appearance. We do not tolerate harassment in any form. We request incidents of misconduct to be reported to our staff immediately.

Details

We consider misconduct to include:

- Using offensive words or insulting gestures. This includes, but is not limited to, slurs, comments, or insinuations related to protected classes, such as race, colour, citizenship, national origin, political belief, religion, sexual orientation, gender, gender identity, gender expression, age, physical size, culture, ethnicity,

genetic features, language, profession, membership of a national minority, mental or physical ability.

- Distribution, display, and/or discussion of written or graphic material that ridicules, insults, or shows hostility or disrespect toward an individual or group because of gender identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance.

- Insulting remarks about one's appearance, lifestyle practices, or technology choices.

- Threats of violence, stalking, or intimidation.

- Harassing photography or recording, or the display or performance of sexual imagery.

- Inappropriate physical contact or unwanted sexual attention.

- Attempts of intimidation, retaliation, or retribution to someone who has: 1. Filed or responded to a report of discrimination or harassment; 2. Appeared as a witness in reporting; 3. Served as a coordinator of a misconduct report.

- Failure to safeguard confidential or privately shared information.

- Sustained disruption of discussions.

Expected Behaviours

If any participant feels harassed, experiences, or witnesses the above behaviours, or others that are similar, we ask them to report the incident immediately to us. Our team, may, at their discretion, take action and remove any participants from the Indigenous Mapping Collective and events without refund. Any violations of the code of conduct may result in permanent removal from the Indigenous Mapping Collective and any and all Indigenous Maps events.

Confidentiality

INDIGENOUS MAPPING
WORKSHOP

 HEAD OFFICE: Squamish Capilano 5 Reserve, Suite 612 - 100 Park Royal, West Vancouver, BC, V7T 1A2
 ON THE TERRITORY OF: xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish) & səl̓ilwətaʔɬ (Tsleil-Waututh)

For the purpose of protecting survivors of harassment, the Indigenous Mapping Collective will not name survivors without their affirmative consent.

During and after the report handling process, the Indigenous Mapping Collective and those involved will protect the confidentiality of the information we receive, the privacy of the individuals involved, and the wishes of the reporting individual insofar as is legally possible, and as is compatible with the safe implementation of the chosen remedy and protection of the community.

In addition, any notes or documents written by or received by the person(s) conducting the report handling process will be kept confidential to the extent possible and according to any applicable existing provincial or federal law.