



CODE OF CONDUCT

Last Updated: July 2, 2020

Purpose

TimberFever is an event that promotes collaboration, sportsmanship and teamwork between engineering and architecture students. We want to make sure that everyone feels included, safe and respected throughout the event.

Unacceptable Behaviour

Harassment and abuse are never tolerated. If you are in a situation that makes you uncomfortable at TimberFever, if the event itself is creating an unsafe or inappropriate environment, or if interacting with a TimberFever teammate, representative or event organizer makes you uncomfortable, please report it using the procedures included in this document.

Harassment is:

- offending or humiliating someone physically or verbally;
- threatening or intimidating someone; or
- making unwelcome jokes or comments about someone's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity, marital status, family status, physical appearance, disability or pardoned conviction.

Sexual harassment is:

- offensive, hurtful or humiliating behaviour that is related to a person's sex;
- behaviour of a sexual nature that creates an intimidating, unwelcome, hostile or offensive work environment.

If what you're doing is making someone feel uncomfortable, that should be enough reason to stop doing it.

Participants asked to stop any unwelcomed communications or other interactions are expected to comply immediately. Sponsors, judges, mentors, volunteers, organizers, and anyone else at the event are also subject to this Code of Conduct. In particular, attendees should not use in conjunction with TimberFever any sexually suggestive gestures, language, images, activities, or materials both in terms of their online presence and during the event. TimberFever Organisers (including volunteers) should not create a sexualised environment.

If a participant engages in harassing behaviour, TimberFever may take any action it deems appropriate, including warning the offender or expulsion from the event with no eligibility for reimbursement or refund of any type. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact TimberFever Organisers using the reporting procedures defined below. TimberFever representatives will assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.



CODE OF CONDUCT

Last Updated: July 2, 2020

Reporting Procedures

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately using one of the following methods. Anyone who submits such a report has the right to remain anonymous.

If you are uncomfortable reporting your situation to the TimberFever Chairs, generally, or need to contact any one of them directly in case of emergency, additional contact details are listed below.

- Moses Structural Engineers - +1 (416) 255-3337, info@mosesstructures.com
- Tazrian Hassan, tazrian.hassan@ryerson.ca
- Claudia Li, claudia.li@ryerson.ca
- Christopher Cleland, christopher.cleland@ryerson.ca

TimberFever reserves the right to revise, make exceptions to, or otherwise amend this Code of Conduct in whole or in part from time to time without notice. If you have any questions regarding these policies, please contact the TimberFever team at timberfever@mosesstructures.com

This Code of Conduct was last updated on:

July 2, 2020