

## **Code of Conduct for COA | CORS | CORA Annual Meeting**

### **Introduction**

Welcome to the COA | CORS | CORA Annual Meeting! This code of conduct applies to all participants, including volunteers, attendees, exhibitors, speakers, and organizers. Our goal is to ensure a respectful, inclusive, and professional environment dedicated to scientific and professional growth.

### **General Guidelines for All Participants**

#### **Adherence to Approved Topics**

- Discussions and presentations must remain focused on pre-approved scientific and professional topics relevant to orthopaedic care.
- Avoid commercial promotions not officially associated with the event, religious proselytizing, political expressions or discussions and entertainment or pop culture commentary not pertinent to the meeting's themes.

#### **Respect and Professionalism**

- Treat all participants with respect and courtesy.
- Engage in constructive and professional dialogue.
- Refrain from interrupting speakers or other participants during sessions.

#### **Discrimination and Harassment**

- The COA is committed to providing a professional environment free from discrimination and harassment.
- Any form of discrimination or harassment based on race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or any other status protected by law is strictly prohibited. Any behaviours or actions contrary to these principles will not be tolerated and may result in removal from the meeting and further actions as deemed appropriate.
- Harassment includes but is not limited to verbal comments, unwelcome attention, inappropriate physical contact, and unwelcome sexual advances.

#### **Privacy and Confidentiality**

- Respect the privacy of other participants and do not share personal information without consent.

### **Intellectual Property**

- Respect intellectual property rights by not copying or distributing presentations, posters, or other materials without permission from the author.

### **Identification and Badges**

- Wear your badge throughout the meeting.

### **Enforcement and Reporting**

#### **Reporting Violations**

- Violations of this code of conduct should be reported to [policy@canorth.org](mailto:policy@canorth.org) or visit the registration desk on site to speak with staff.
- Reports can be made anonymously if preferred.

#### **Consequences of Violations**

- Violations may result in actions ranging from warnings to removal from the meeting, depending on the nature of the misconduct.
- Further actions may include banning from future events or reporting to relevant authorities if necessary.

#### **Investigation Process**

- All reports of misconduct will be taken seriously and investigated promptly and impartially.
- Confidentiality will be maintained to the extent possible, consistent with the need to conduct a thorough investigation.

**This document will be available in French shortly and is available upon request at this time.**

**Ce document sera bientôt disponible en français et est disponible sur demande à l'heure actuelle.**