



WINNIPEG SOUTH
PHOTO CLUB

WSPC CODE OF CONDUCT

1. Purpose

The Mission of the Winnipeg South Photo Club (WSPC) is to provide an educational and recreational program for the benefit of its members with emphasis placed on the art of photography in a non-competitive atmosphere.

In keeping with the above Mission Statement, the purpose of this Code of Conduct is to ensure a safe and positive environment within Winnipeg South Photo Club's meetings, programs, activities and events. There is an expectation at all times of appropriate behavior by all WSPC members, guests and presenters. WSPC is committed to providing an environment in which all individuals are treated with respect.

2. Application of this Policy

This policy applies to the conduct of WSPC members and their guests, and presenters and covers all activities and communications organized by members on behalf of the club. Members are expected to make their guests aware of the club's expectations with respect to the Code of Conduct.

3. Compliance with this Policy

Members must read and agree to comply with the Code of Conduct when applying to be a WSPC member. Individuals, who do not agree to comply, will not be afforded membership.

The WSPC Board of Directors may withdraw the membership status completely of any member, who the WSPC Board considers has not followed this Code of Conduct. The Board's decision is final.

A member of the WSPC Board of Directors will communicate the Board's decisions related to Code of Conduct issues arising.

4. Responsibilities

All members are entitled to be treated with dignity, respect and common courtesy in their contacts with others and they need to act with integrity towards others at all time by:

- i. Demonstrating respect to individuals regardless of race, national or ethnic origin, colour, religion, creed, age, gender, sexual orientation, marital status, family status, disability or economic status;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of other members or organizers of events and activities;
 - iii. Consistently treating individuals fairly and reasonably;
 - iv. Refrain from any behavior that constitutes harassment, where harassment is defined as *“comment or conduct directed towards an individual or group, which is offensive, abusive, racist, degrading, malicious or sexist”*. Types of behaviors that constitute harassment (excluding sexual which is covered in (3 v.) below) include, but are not limited to:
 - a. Written or verbal abuse, threats, outbursts or inflammatory remarks;
 - b. Unwelcome remarks, jokes, comments, innuendos or taunts;
 - c. Leering or other suggestive or obscene gestures;
 - d. Practical jokes which cause awkwardness or embarrassment;
 - e. Any form of hazing;
 - f. Unwanted physical contact or assault;
 - g. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - h. Retaliation or threats of retaliation against an individual who reports harassment.
 - v. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as *“unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature”*. Types of behavior that constitute sexual harassment include, but are not limited to:
 - a. Sexist jokes;
 - b. Display of sexually offensive material;
 - c. Sexually degrading words used to describe a person;
 - d. Inquiries or comments about a person’s sex life;
 - e. Unwelcome sexual flirtations, advances or propositions;
 - f. Persistent unwanted contact;
 - g. Sexual assault.
5. Respect the Copyright Act of Canada, which governs the legally enforceable rights to creative and artistic works under the laws of Canada. Never incorporate another member’s work into your own work without their written permission, nor share another member’s intellectual property via social media, or any other electronic or print media, without ensuring that full ownership credit is given to that member.
 6. Respect the privilege of the use of public or private facilities that may be used for club events or activities, and not willfully cause damage to those facilities, or to the property of another member of the club.
 7. Never engage in malicious or deliberately inaccurate criticism of the reputation or work of another photographer.

8. Never engage in activities, behavior or conduct that jeopardizes the health and safety of any individual
9. Respect the privacy and property rights of your subjects, and never use deceit in obtaining model or property releases.
10. Avoid behavior that brings the WSPC into disrepute, including but not limited to abusive use of alcohol or non-medical use of drugs.
11. Comply at all times with the Constitution, policies, and rules and regulations of the WSPC, as adopted and amended from time to time.
12. Prevent unwanted interruptions in formal presentations, and also from personal electronic devices.
13. Report any violations of the Code of Conduct in writing to the WSPC Board of Directors.
14. WSPC members are expected to act responsibly and ethically when photographing people, wildlife and property.
15. Members of the WSPC Board of Directors are expected to lead by example and fully support this Code of Conduct.
16. Members of the WSPC Board of Directors are expected to be considerate of other board members and to work collaboratively in managing the club.
17. Members of the WSPC Board of Directors should avoid conflicts of interest if possible. In cases where a conflict of interest cannot be avoided, then the affected Director will declare the conflict.