



New Westminster Pride Society (NWPS) – Harassment Policy

We are committed to providing a welcoming and safe environment for everyone who attends our events. New West Pride is committed to providing an open-minded and safe environment, in which all guests can enjoy themselves in an atmosphere of fun, respect, and tolerance, without enabling destructive behaviour and attitudes.

Our commitment is that all attendees can be free from threats, intimidation, harassment, unwanted advances, and the deliberate, or negligent, creation of unsafe conditions. If a participant or group engages in harassing behaviour, event staff may take any action they deem appropriate, which may range from warning the offender to expulsion from the event, or police involvement.

If you experience harassment or intimidation at any of our events, contact the nearest New West Pride volunteer who will contact staff immediately to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate a direct conversation which can help resolve the matter. Harassment in all its forms, whether by a group or individual, detracts from our common purpose and weakens our organization and will not be tolerated. We require all persons involved with our events to treat each other with dignity and respect.

For the purpose of this policy, harassment includes, but is not limited to:

- Offending or humiliating someone physically or verbally
- Threatening or intimidating someone; or making unwelcome jokes or comments about someone's gender, gender expression or identity, sexual orientation, disability, mental health, neuro(a)typicality, physical appearance, body size, race, ethnicity, citizenship status, or religion
- Microaggressions, which is a term used for brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward any marginalized group
- Deliberate "outing" of any aspect of a person's identity without their consent
- Stalking or following without consent