

Eastern Canada Sasquatch Organization

EVENTS CODE OF CONDUCT

The **ECSO Events Code of Conduct** has been put in place in order to ensure the safety of the entire event, including its organizers, speakers, performers and attendees. The Code also ensures that every individual present at the venue is treated with respect, dignity and feels safe and welcome. Certain rules of conduct have been established; should these rules be broken, the perpetrator may be escorted out of the venue and/or banned from returning to any ECSO event.

The **Code of Conduct** rules are as follows:

1. AGGRESSIVE AND VIOLENT BEHAVIOUR

The following behaviors are not tolerated at any ECSO Event and will result in the perpetrator being expelled:

- physical violence or threats of physical violence
- yelling, shouting, saying profanities out loud
- disrespectful, inappropriate behavior towards anyone attending the event
- racist, misogynistic, homophobic and otherwise offensive comments
- interrupting a speaker; heckling, ridiculing the speaker or the event in general
- advocating violence, cruelty towards Sasquatch; promoting hunting or shooting them
- any other kind of aggressive or disruptive behaviour

2. GOING OFF TOPIC

Those attending ECSO events are to remain within the subject of Sasquatch, Little People, cryptids or the paranormal, and not divert towards inappropriate topics or subjects, such as:

- political debates, opinions or views
- religious beliefs or solicitation
- promoting a political party, ideology or religious view
- soliciting sales of a product not authorized by the event organizers
- skeptics and non-believers in the subject of Sasquatch or the paranormal must refrain from interrupting the speaker and disrupting events

3. UNAUTHORIZED SALES

Artists or vendors wanting to sell products or merchandise must ask permission from the organizers beforehand and have an arrangement in place prior to exhibiting at any ECSO event.

The following items are not allowed to be sold, exchanged or traded at any ECSO event:

- illegal substances, drugs (prescription or other), chemicals and drug paraphernalia
- firearms, weapons, knives, explosives (fireworks) and other dangerous items
- hunting, fishing or trapping gear & equipment
- flammable products and objects (gas, oil lamps, kerosene, propane tanks, toxic liquids, etc)

4. OTHER RULES OF CONDUCT

The following behaviours are also not permitted:

- smoking inside the building (please smoke in designated areas only)
- arriving at the event visibly intoxicated or under the influence of drugs
- consuming or selling drugs, vaping

- hate symbols, hate propaganda
- panhandling (asking for money or other favors)
- disturbing the audience or speakers during presentations
- wearing inappropriate clothing or attires

Code of Conduct for the 2025 Gatineau-Ottawa Sasquatch Conference

The 2025 GOSC is a private event that is open to the public. This Code of Conduct applies to **everyone** in attendance and is intended to set clear expectations of behavior at the 2025 GOSC to ensure that everyone feels safe and welcome, and that the conference is a positive experience for all.

The 2025 GOSC welcomes everyone and celebrates diversity in all its forms, and is dedicated to providing a collaborative, supportive, and engaging environment for everyone involved that is **free of discrimination, harassment and retaliation**. We expect that everyone foster a respectful and considerate environment that provides interactions that respectfully allow for differences of opinion while embracing engaging discussion.

Individuals shall conduct themselves in a courteous fashion and respect the intellectual property of others. The 2025 GOSC promotes equal opportunity and treatment for everyone. Professional behavior is expected toward all conference participants, including speakers, volunteers, sponsors and exhibitors.

All forms of communication include public and private communications, social media posts, direct messages, phone calls, and other forms of written, verbal, and non-verbal (including visual) communication.

Expectations of Attendees & the Public

Harassment in any form will not be tolerated. Harassment includes any communication with, or behavior towards someone involving offensive gestures, verbal and written comments, posts on the internet and social media, deliberate intimidation and belittling or bullying, stalking, harassing photography or recording, disruption of talks or other events, inappropriate physical or electronic contact, microaggressions and unwelcome attention.

DURING THE CONFERENCE

Opening Spiritual Ceremony

The 2025 GOSC honours and recognizes spiritual and cultural diversity. To facilitate the procedure to safely perform the Smudge Ceremony, **we ask that everyone demonstrate respect by remaining silent during the ceremony**. No photos or recordings of any type are allowed.

A smudge is a spiritual ceremony performed by some First Nations, Inuit, Métis and Urban Indigenous people, and involves the practice of brushing smoke created by the burning of one or more sacred medicines over the body and/or room as a cleansing ceremony performed by an Elder who is an individual recognized by a community as being the carrier of wisdom and teachings rooted in the Indigenous culture.

Asking Questions

There will be no questions, interruptions or talking during presentations. You can approach speaker(s) after their presentation or during breaks, but be mindful and respectful of their right to privacy.

Videos, Photos, Audio Recordings, Live Feeds

If you do not want your image to appear, please notify 2025 GOSC organizers and inform the authorized 2025 GOSC photographer(s) accordingly. The 2025 GOSC will be recording most sessions and your image could appear in some of the videos (or in screenshots that may be posted). **Live feeds are not authorized by anyone at any time.**

PLEASE SHUT OFF OR PUT YOUR PHONES ON AIRPLANE MODE DURING EACH PRESENTATION OR TALK! LISTEN TO THE HOST'S DIRECTION THROUGHOUT THE CONFERENCE.

BE KIND & COURTEOUS

This is a first for us! We hope we've thought of everything and that the day runs smoothly. However, if anything goes wrong, please be patient as we will strive to fix issues as fast as we can.

Use of Media Associated With the Conference

Everyone must obtain an individual's consent before taking and using photos, videos, audio recordings or live feeds. When asking for consent, you must specify the intended use: in publications, promotions, on websites, social media, etc. Only 2025 GOSC officials may take/make or distribute audio or video recordings of the conference and distribute them via social media or other means.

Speakers, hosts, volunteers and exhibitors of this event that do not want content or information shared via social media are to clearly communicate this to the public, the media and attendees who are under the strict obligation to adhere to such requests.

Participants wishing to share information from this event and/or post photos via social media, whether of their own material or that of others, must adhere to individual social media platforms' stated rules and policies. All presentations, and discussions, will be recorded and may be uploaded, in whole or in part, to the 2025 GOSC official Website or YouTube for public viewing.

Reporting an Incident

Any 2025 GOSC attendee covered by the Code of Conduct who believes that they have been subjected to harassment, notices that someone else is being harassed, or has any other concerns about an individual's behavior should report the incident immediately.

Similarly, any breaches of the Code associated with media use should also be reported immediately. Potential violations of the Meeting Code of Conduct should be reported promptly to the 2025 GOSC organizer. All complaints will be treated seriously, promptly, may be investigated and/or police authorities could be asked to intervene.

Note that bad faith reporting under the Code of Conduct also constitutes a violation of the Code of Conduct, where bad faith reporting is defined as intentionally false and/or malicious reporting of code of conduct violations against another person.

Disciplinary Action

Individuals found to have engaged in behavior prohibited by this Code, as well as those making bad faith allegations will be subject to disciplinary action. The 2025 GOSC may take any action they deem appropriate, ranging from a verbal warning or ejection/prohibition from the specific activity in question (e.g., presentation, exhibitors venue or even the entire conference), banning them from future conferences run or jointly run by 2025 GOSC, revoking attendance at future events, and/or the reporting of their behavior to respective authorities.

Retaliation Is Prohibited

Any form of retaliation—including seeking to violate the confidentiality of an individual—against individuals who file a complaint or assist in an investigation or against any individuals suspected of doing so will not be tolerated by 2025 GOSC. Retaliation is a serious violation and breach of the Code, and will be subject to disciplinary action.

Social Media Policy

The 2025 GOSC supports the use of social media; **we encourage thoughtful and considerate sharing of conference content only if you have obtained prior consent**. In our view, sharing with the public via social media is one tool for public education and outreach and a key part of gaining long-term support for the disclosure of Sasquatch including all sentient forest beings and the protection-conservation of their habitat.

We encourage presenters to include personal and/or project social media handles, project hashtags or QR codes to external content on their slides, materials/content and posters. For those without personal/project handles or hashtags, consider including the conference hashtag (#2025GOSC) or a social media icon to let people know you are supportive of them posting about your work on social media.

Any presenters not wanting their presentation or research to be featured in social media posts must explicitly opt out of social media: this is best achieved by placing a "no social media" symbol on slides or materials. If presenters do not opt out in this manner, it shall be implied that conference organizers and/or attendees can share published research presented at the conference without consent.



**NO RECORDING
NO PHOTOGRAPHY
NO LIVE-STREAMING
NO PUBLISHING ONLINE OR PRINT
WITHOUT EXPRESS PERMISSION**

ZERO TOLERANCE

Swearing, threats or
any act of violence will
not be tolerated.

Anyone giving verbal
abuse to members of staff
will be asked to leave the premises

BE RESPECTFUL AT ALL TIMES!

If you do obtain consent from 2025 GOSC or its presenters:

- credit must be given to presenters/speakers whose presentation and/or content are featured in your post.
- the host, organizer or presenter/speaker has the right to delete or report posts or comments containing spam, irrelevant remarks, or items that do not align with their mission/integrity.
- personal attacks, promotion of violence or illegal activities, offensive material, or profanity will be deleted and reported.

The 2025 GOSC reserves the right to ban those who violate this Code. We ask that presenters and those sharing on social media be mindful of how photos, videos or other content may appear to the public.

Discrimination, harassment and/or retaliation will not be tolerated. All conference attendees are expected to abide by the Code of Conduct and all those engaging on social media are asked to apply the same respectful, courteous, inclusive and supportive conduct online as in person to ensure a safe, hospitable and productive conference.

ECSO DISCLAIMER EVENTS WAIVER, INDEMNITY AND RELEASE

All participants, attendees, volunteers, exhibitors, the public and the media attending the 2025 GOSC or any other ECSO event shall release, defend, indemnify and hold harmless ECSO, the venue, organizers, volunteers, speakers and vendors from and against any claims, damages or liability arising from or related to the attendance of the conference; the use of images, recordings or materials obtained including but not limited to claims of defamation, invasion of privacy or rights of publicity or copyright infringement, or any misuse, distortion, blurring, alteration, optical illusion or use in composite form that may occur or be produced in taking, processing, reduction or production of the finished product, its publication or distribution.

