



THE ALPINE CLUB OF CANADA

Member Code of Conduct

General

At the Alpine Club of Canada (the “ACC”), we are committed to maintaining a culture of mutual trust and respect. We value our individual differences, unique perspectives and backgrounds, as well as the variety of contributions we bring to the ACC. Reflecting this commitment, the ACC’s Code of Conduct applies to:

- (a) all ACC members and approved participants engaged in ACC activities;
- (b) all ACC Sections and to the activities they conduct;
- (c) all ACC employees, officers and directors;
- (d) all ACC volunteers engaged in ACC activities; and
- (e) all third-party contractors hired by the ACC or any ACC Section to deliver services to members, including guides and porters.

(collectively, the “ACC Personnel”).

Harassment

The ACC is committed to treating members, colleagues, contractors, suppliers, guides, porters, volunteers, business partners and others in a considerate and professional manner at all times. This includes:

- Prohibiting unlawful discrimination by reason of race, ancestry, colour, ethnic origin, citizenship, religion or creed, gender, gender identification, sexual orientation, age, marital status, family status, disability or any other characteristic protected by law.
- Avoiding any behaviour that could reasonably be interpreted by others as violent, offensive, intimidating or insulting.
- Reporting any harassing behaviour, workplace violence (including threats of violence), instances of improper treatment or discrimination.

The ACC is dedicated to the inclusion of members and the provision of safe spaces, regardless of race, ethnicity, religion, social class, gender, sexual orientation, gender identification, or age. The ACC has a no tolerance policy in relation to discrimination, harassment, sexual harassment or sexual assault. Striving to strengthen the alpine community through the inclusion of all members and the provision of a respectful outdoor activity environment is central to our mission. Examples of harassment:

- Unwelcome flirting, inappropriate touching, sexual advances or remarks.
- Offensive or disparaging comments, slurs or jokes.



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- Displaying, storing, sharing or distributing written or graphic material that ridicules, insults or shows hostility toward a group or individual.
- Displaying, storing, sharing or distributing pornographic, obscene or sexually suggestive content.
- Derogatory comments or personal attacks, trolling, public or private harassment, insults, or other unprofessional conduct.

Alcohol and Drugs

The ACC is committed to providing all ACC Personnel with a safe and productive environment. The ACC recognizes that the use of drugs, alcohol, cannabis and medications can seriously impact a person's health, job performance and productivity, trip activities, and can jeopardize the safety of those around us as well as ACC's reputation with the general public.

ACC Personnel must not be inhibited in their ability to perform any ACC related task safely and productively. During any ACC Trip, ACC Personnel, while engaging in any Wilderness Activities, as described in the Release of Liability, Waiver of Claims, Assumption of Risks and Indemnity Agreement:

- (a) must not be under the influence of any substance, including but not limited to alcohol, cannabis, and illicit drugs, which has the potential to change or adversely affect an individual's ability to perform any ACC related task;
- (b) must not be adversely affected by any prescribed or over-the-counter medications, including but not limited to medically prescribed cannabis; and
- (c) must not be impaired by alcohol.

Any ACC Personnel that do not meet these standards must immediately notify the ACC that they are not available for ACC activities and remove themselves from ACC premises or any ACC trip. If any ACC Personnel are deemed to be impaired by their supervisor or trip leader, manager, or co-worker, acting reasonably, they shall be removed from ACC premises or any ACC trip until they meet the standards.

Personal Information/Privacy

Personal information refers to any information about an identifiable individual, including but not restricted to:

- (a) race, national or ethnic origin, colour, religion, age or marital status;



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- (b) medical, educational, financial, employment information and criminal history;
- (c) address, fingerprints and identifying numbers assigned to the individual (ex: social insurance number, employee number);

The ACC intends to protect the privacy of individuals concerning personal information it collects by adhering to the following guidelines:

- The ACC will manage personal information in a responsible and business-like manner.
- The ACC will see that the personal information it collects is to the extent possible accurate, kept up to date and protected from unauthorized use and disclosure.
- The ACC shall only collect personal information that relates to ACC programs, activities, products or employment related matters.
- Wherever possible, personal information to be used in decision making shall be collected directly from the individual to whom the information relates and such individuals shall be informed of the purpose of collection.
- Personal information already obtained by the ACC shall be used and disclosed in a manner consistent with the purpose for which it was originally collected or in any other way the law does not prohibit. The consent of the individual shall be obtained before personal information is used or disclosed for any other purpose.
- Access to personal information shall be restricted to those who have a need for access in order to administer ACC programs or carry on ACC activities.
- Care will be taken when handling or transmitting personal information either internally or externally to avoid altering it. The method of transmission (whether by telephone, mail, fax, electronically or otherwise) must be appropriate to protect the confidentiality of the information in light of its sensitivity.