

## Appendix A:

### ANNUAL CHIEFS ASSEMBLY AND SPECIAL CHIEFS ASSEMBLY CODE OF CONDUCT

This Code of Conduct sets out the standard of conduct expected of all attendees at Annual Chiefs Assembly and Special Chiefs Assemblies, and any and all other meetings, such as the Fall Chiefs Assembly, convened by the Chiefs of Ontario, regardless of their location. It regulates the conduct of attendees during official Annual Chiefs Assembly and Special Chiefs Assemblies daytime events and during evening events.

For the purpose of this Code of Conduct, “evening events” means all events organized around Annual Chiefs Assembly and Special Chiefs Assemblies, whether organized by the host First Nation, by individuals or groups of attendees, or otherwise. “Events” refers to both official Annual Chiefs Assembly and Special Chiefs Assemblies daytime events and to evening events. The standard of conduct expected of all attendees at Annual Chiefs Assembly and Special Chiefs Assemblies, and other meetings convened by the Chiefs of Ontario, is:

1. **Dignity and Respect:** Attendees are expected to treat one another with dignity and respect at all events. Attendees’ conduct must be guided by respect for the Host First Nation and territory. Harassment and discrimination, defined below, are not consistent with dignified and respectful relationships.
2. **Alcohol and Cannabis Use:** Attendees are prohibited from attending daytime events while under the influence of alcohol or cannabis, except for prescribed medical cannabis use. Attendees who choose to consume alcohol or cannabis at evening events are expected to do so safely and responsibly.
3. **Harassment and Discrimination:** Attendees must not discriminate against one another on the basis of grounds protected by human rights law (including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability). Harassment, whether it be personal against another or on the basis of grounds protected by human rights law, is also strictly prohibited at all events. Sexual harassment is a type of harassment, which is also strictly prohibited at all events. The definitions of “harassment” and “sexual harassment” are as follows:
  - Harassment: a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome or unwanted by a reasonable person.
  - Sexual harassment: any sexually oriented practice that endangers an individual’s continued employment, negatively affects their work performance, or undermines their sense of personal dignity.
4. **Reporting violations of this Code of Conduct:** Attendees may report violations of this Code of Conduct to the Chiefs of Ontario Chief Operating Officer. The Chief Operating Officer, in consultation with the Host First Nation, will determine the appropriate response, which may range from a verbal instruction to stop the offending behaviour, to expulsion from the Annual Chiefs Assembly, Special Chiefs Assembly or Fall Chiefs Assembly.