



TICOT Harassment Policy

The Imperial Court Of Toronto (TICOT) is strictly a volunteer run organization. We follow and uphold all of The Canadian Human Rights Act. Harassment and abuse are prohibited by law. Harassment, discrimination, violence, threats, intimidation or any form of retaliation against any person exercising their rights under this or any other policy will not be tolerated.

This Policy covers all forms of discrimination and harassment prohibited by applicable legislation, including sex, sexual orientation, gender identity, gender expression, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status, and all forms of disability.

TICOT expects respectful and professional behaviour from every member at all times, no matter the situation. Members must be sensitive to how others may perceive their actions and remember that their actions reflect on themselves, TICOT and the ICS.

The following is a partial list of what we consider to be inappropriate behaviour but not limited to:

- 1- Public slander (verbal) or libel (written) (including posted on social media) against any member of the Imperial Court System
 - 2- Posting confidential or inappropriate information about TICOT the ICS and any of its members anywhere in any form including on any social media
 - 3- Disorderly conduct at Imperial Court functions (Rude inconsiderate, slanderous behaviours and tones)
 - 4- Theft of any kind
 - 5- Writing bad cheques/misappropriation of funds and fraud of any kind
 - 6- Verbal, physical, public, and/or via social media fighting/abuse/bullying
 - 7- Displays of severe intoxication or substance abuse at public or private events while representing the court (In crowns, name tags etc.)
 - 8- Representing TICOT without permission (for example to the press or other outside organizations)
 - 9- Using your TICOT name (given title) and/or use of the State Regalia to promote yourself at Court and Non-Court events, for personal financial gain, fame or promotion within your employment
- Members who display any of these behaviours are subject to receive a verbal warning, a written warning, suspension of membership and/or removal from TICOT, at the discretion of the Executive board of TICOT.

Any person who believes that they have been discriminated against or harassed in any way, may use the procedure of writing a formal complaint to the Executive. executive@ticot.ca. Include your name the name of the person that has threatened or harassed you. A brief description and any screen shots or attachments if necessary. Your complaint will be treated as a confidential document and will not be shared with anyone.

Please retain this copy for your records and submit the signature page to a TICOT Executive member.



TICOT Harassment Policy Signature Page

I have read our policy and agree to the terms and conditions.
(Policy is available for download of our website)

Print Legal Name

Stage Name

Sign

Date