

CGA Events

CODE of CONDUCT/ANTI-HARRASSMENT*

All attendees at CGA events are expected to maintain the same high levels of professional & personal conduct that they display every day in their normal work environments, regardless of the CGA event they are participating in.

The Canadian Gas Association is committed to providing a safe & respectful work environment for its staff & CGA members' staff. A key part of providing a safe & secure work environment is taking steps to ensure all of our work situations are harassment free.

No CGA event attendee, whether a senior executive, a director, a manager, an employee, a contractor, a supplier or manufacturer, or a consultant has to put up with harassment at the CGA, or at a CGA event, for any reason, at any time.

And no person has the right to harass any other person, in any work situation.

Everyone has the responsibility to treat everyone else with respect & to speak up if they or someone else is being harassed. Everyone has a responsibility to report harassment to the appropriate person & a responsibility for respecting the confidentiality of anyone involved in a harassment complaint.

All harassment complaints will be investigated either by a specially trained person from within the CGA, or a consultant. This person will investigate the complaint thoroughly. He or she will interview the complainant, the alleged harasser, and any witnesses. Both the complainant & the accused have the right to confidentiality during the investigation & to be accompanied by someone with whom they feel comfortable during any interviews or meetings. An investigation will involve:

- getting all pertinent information from the complainant;
- informing the alleged harasser/accused of the details of the complaint; and getting her or his response(s);
- interviewing any witnesses;
- deciding whether, the harassment did take place; and
- recommending appropriate remedies, penalties or other action including bringing the complaint to the attention of the organization that the alleged harasser/accused is an employee of.

*for full interpretation see CGA "Anti-Harassment Policy Statement", January 2012