

OPEN TORONTO - CODE OF CONDUCT

POLICY

1. PURPOSE

OPEN Toronto is a non-profit organization dedicated to fostering entrepreneurship and building a stronger business ecosystem for Canadians of Pakistani origin. This Code of Conduct outlines the standards of behavior expected from all members, volunteers, partners, and participants in all OPEN Toronto activities and interactions, including events, communications, and digital platforms.

2. SCOPE

This policy applies to all individuals associated with OPEN Toronto, including but not limited to members, board members, volunteers, guests, and event participants.

3. CORE PRINCIPLES OF CONDUCT

a. Respect and Professionalism

- Maintain professionalism and courtesy in all communications and interactions.
- Refrain from any form of harassment, intimidation, or disrespect—whether verbal, physical, or written.
- Use inclusive, non-discriminatory language and behavior at all times.

b. Political and Religious Neutrality

- OPEN Toronto maintains strict non-political and non-religious neutrality.
- Members must not use OPEN platforms to promote political views, religious ideologies, or related organizations or events.
- OPEN platforms shall not be used for statements or actions statements or promote businesses, organizations, or events that exclude or discriminate against individuals based on religion or are politically divisive.

c. Safety and Non-Violence

- OPEN prohibits threats, aggression, or any incitement to violence.
- Any behavior that jeopardizes the physical or psychological safety of participants is strictly forbidden.

d. Inclusiveness and Non-Discrimination

- OPEN Toronto promotes diversity and inclusion in all its activities.

Approved by the Board of Directors of OPEN Toronto.

- Discrimination based on race, ethnicity, gender, age, religion, ability, or sexual orientation is prohibited.
- All members shall contribute to an environment that fosters equal opportunity.

e. Peaceful and Constructive Conduct

- Members are expected to engage constructively and avoid confrontation.
- Personal grievances should be addressed privately and through appropriate channels.

f. Communication and Use of Platforms

- All communication through OPEN channels (emails, events, chats, social media, etc.) must be professional in tone and intent and relevant to OPEN's mission.
- Posts and communication must not include personal attacks, spam, excessive self-promotion, or unrelated content.

g. Representation at Events

- Members and guests must uphold the dignity of the organization at events.
- Inappropriate behavior, including disruptive conduct, or actions that reflect poorly on the organization, may result in immediate removal from the event and further consequences.

4. ADDITIONAL EXPECTATIONS

- **Confidentiality:** Members must not disclose or misuse any confidential or proprietary information acquired through their involvement with OPEN Toronto, including information about members, partners, or organizational affairs.
- **Intellectual Property:** Members shall respect the intellectual property rights of others.
- **Financial Integrity:** Members are expected to conduct their business dealings with integrity and transparency within the OPEN Toronto network.
- **Use of OPEN Toronto Resources:** The use of OPEN Toronto's name, logo, and resources is subject to guidelines provided by the Board.
- **Conflict of Interest:** Members must disclose any personal, financial, or professional interests that could influence OPEN Toronto's activities or decisions.

5. ENFORCEMENT

- Alleged violations will be reviewed by the OPEN Toronto Board.
- Based on the severity and nature of the issue, actions may range from verbal warnings to suspension or termination of membership.
- The Board reserves the right to take all reasonable steps to uphold the organization's integrity.

6. REPORTING VIOLATIONS

Approved by the Board of Directors of OPEN Toronto.

- Any member who witnesses or experiences a violation should report it in writing to the President or a Board Member.
- All reports will be handled confidentially and investigated fairly.

ACKNOWLEDGMENT: By becoming and remaining a member of OPEN Toronto, you acknowledge and agree to adhere to this Code of Conduct and to act in a manner that advances the values and reputation of the organization.

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