

# **AWO Code of Conduct**

**Vr. 1 Jan. 2024**

## **1. PURPOSE**

- a) To establish expectations and standards for acceptable behaviours and practices at AWO events.
- b) To determine actions or infractions harmful to members and stakeholders which may also generate legal liability, reputational or insurability damages to the AWO
- c) To set the remedies and sanctions for non-compliance and the due process to be followed.

## **2. SCOPE**

- a) This code will apply to all Club and associate members at AWO- sponsored events as determined by AWO By-Laws 2.1 (1)
- b) At some events it may also apply to vendor partners, exhibitors or speakers present as guests.

## **3, PRINCIPLES**

- a) Per the AWO constitution, the organization's purpose includes promoting responsible consumption of alcohol.
- b) It is recognized that intoxication may result from excess consumption of wine, beer and cider but may also be aggravated by combined with the effects of other agents or stimulants, legal or otherwise.
- c) The AWO does not condone intoxication at its events irrespective of cause. Under the Code, Specific actions or behaviours that may be associated with intoxication will not be tolerated regardless:
  - 1) Any actions of Violence or indulgence of violence to persons or willful damage to property.
  - 2) Behaviours that are threatening, discriminatory or harassing as defined by The Canadian Charter of Rights and Freedoms and Canadian Human Rights Act.
  - 3) Driving while impaired under the Laws of Ontario
  - 4) Any other actions prejudicial to the interests of the AWO that could materially impact reputational, or safe enjoyment of the membership.
- d) Members acknowledge their personal responsibility under applicable legislation and this Code.
- e) The Code of conduct and remedies provided herein will be governed by the AWO By-Laws.

## **4. REMEDIES**

- a) It is anticipated that this process will be driven by complaints or reports of misconduct under the Code.

- b) The AWO Board of Directors (“The Board”) shall maintain a standing committee or Task Force for Compliance to receive and adjudicate misconduct reports or complaints (Section 9.8).
- c) The Committee shall be composed of designated members of AWO’s membership by the Board to avoid any conflicts of interest. This will be done on a case -by-case basis depending on the subject and origin of the complaint.
- d) The Committee shall report on its discreet investigation and recommendations to the Board within 60 days (i.e., 1-2 Monthly meetings).
- e) The Board will consider the actions in meetings under Section 7 of the By-Laws. In more serious incidences, Special Meeting will need to be called. The Board may move into executive Session (in Camera) for confidentiality per clause 7.5. Actions agreed upon will be ratified by a 2/3 majority vote.
- f) Sanctioned members in breach of the Code will depend on the severity and risks posed by the infraction. These include in context:
  - i) Not withstanding Board action, summary ejection from the event by the host or licence holder
  - ii) Written warning from the Board.
  - iii) A written apology from the offender to parties impacted.
  - iv) Supervision of event competition privileges for a specified term.
  - v) Permanent Suspension from AWO events.
  - vi) Restitution for unreasonable costs incurred by the AWO in connection may be demanded.
- g) Consequences at the club level will be determined by the individual’s club while AWO sanctions remain in effect.

## 5) APPEALS

- a) Subsequently, the subject member may appeal the decision to the Board.
- b) Such an appeal will be heard by the Board who will consider any new information or persuasive arguments of errors. Rulings will be at the sole discretion of the Board.