



CANADIAN ASSOCIATION FOR PHOTOGRAPHIC ART **L'ASSOCIATION CANADIENNE D'ART PHOTOGRAPHIQUE**

Canadian Association for Photographic Art **Code of Conduct** **Updated January 6, 2025**

Introduction

This document serves as a guiding framework for personal behaviour, ethics and professionalism for all members of the Canadian Association for Photographic Art. It establishes a clear expectation to foster a culture of respect, integrity and professionalism in all interactions and activities. This code outlines the behavioural and ethical principles that promote a positive and inclusive environment, ensuring that all individuals contribute to the organization's mission with mutual respect and accountability. By adhering to this code, we uphold the values that define and strengthen our community. This Code of Conduct applies to CAPA activities and private interactions amongst members and volunteers.

- Treat others with respect and courtesy always.
- Promote an inclusive environment where all members are valued and respected regardless of gender, race, ethnicity or any other characteristic.
- Foster teamwork and member participation, encouraging the representation of different member's perspectives.
- CAPA strives to maintain an environment that is free from discrimination, harassment, bullying or any behaviour or language that is abusive. All members commit to addressing and reporting inappropriate behaviour and comments that are discriminatory, harassing or bullying, violent, abusive, offensive or unwelcome to the Board.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.
- Confront the decision or behaviours of others that are based on conscious or unconscious biases.

At the time of joining CAPA, all members must agree to abide by the Code of Conduct.

Board Approval

On January 20, 2025 the Board of Directors reviewed and approved this Code of Conduct for all members.



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