SOMMET EN SANTÉ 2SLGBTQIA+ alter acadie

Provincial Health Summit
CODE OF CONDUCT

Presented by Alteracadienb

October 28 | 29 | 30 2026
Université de Moncton

OUR COMMITMENT

The Provincial Health Summit is a space for connection, learning and dialogue dedicated to equitable care, to health, and to the lived realities of 2SLGBTQIA+ communities. We want to offer everyone in attendance a welcoming, safe and respectful environment, free from discrimination and harassment.

This code of conduct sets out the expected and unacceptable behaviours, as well as the process for reporting an incident. By taking part in the Summit, each person agrees to abide by it and to help foster a caring climate for all.

LAND ACKNOWLEDGEMENT

We gratefully acknowledge that the Summit is taking place in Sik'nikt, on the traditional and unceded territory of the Mi'kmaq people. As a provincial summit, we also honour the three Wabanaki peoples of New Brunswick — the Wolastoqiyik, the Mi'kmaq, and the Peskotomuhkati — their knowledge and their continuing presence. In keeping with the spirit of this Summit, we respectfully welcome Indigenous 2SLGBTQIA+ and Two-Spirit voices, whose presence remains all too seldom visible in New Brunswick. We hope this gathering place will foster respectful exchange and genuine collaboration among our communities.

WHO THIS CODE APPLIES TO

This code applies to everyone present in the Summit's spaces, whether on site or online: participants, speakers and presenters, volunteers, team and board members, security staff, University staff, exhibitors and partners.

EXPECTED BEHAVIOURS

We ask each person to help create an inclusive and respectful space by adopting the following behaviours:

- **Treat others with respect and kindness**, in both words and actions.
- **Respect each person's identity**: including their name, pronouns and gender expression. If you make a mistake, correct yourself with humility.
- **Listen to and welcome a diversity of viewpoints and experiences** with openness, recognizing that lived realities differ from one person to another.
- **Seek and respect consent** before any physical contact, taking photographs, or sharing information about another person.
- **Respect both official languages** (French and English) and show patience and openness toward people who express themselves in either language, or in Chiac.
- **Respect the accessibility and wellness spaces** as well as the needs of people living with disabilities and who are neurodivergent.
- **Report any concerning behaviour** to a member of the team so that we can intervene.

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UNACCEPTABLE BEHAVIOURS

The following behaviours will not be tolerated, in either the physical or virtual spaces of the Summit:

- Discriminatory or offensive remarks or behaviour related to gender, gender identity or expression, sexual orientation, race, ethnic or national origin, religion, age, disability, physical appearance, body size, socioeconomic status or any other characteristic.
- Harassment in all its forms, including derogatory comments, intimidation, following a person, unwanted surveillance, or unwanted photography and recording.
- Unsolicited sexual attention, unwelcome advances and any non-consensual physical contact.
- Disclosing a person's gender identity, sexual orientation, HIV/serological status or any other personal information without their consent (outing).
- Repeated and intentional use of the wrong name (deadname) or pronouns (misgendering).
- Threats, acts of verbal or physical violence, as well as incitement to such acts.
- Sustained disruption of talks, workshops or other activities.
- Any conduct that jeopardizes the safety or well-being of those present.

ACCESSIBILITY AND WELLNESS SPACES

The Summit provides spaces intended for the comfort and restoration of those present. We ask you to respect them and to preserve their purpose:

- **Sensory room:** a calm, soothing space designed for people who need to reduce stimulation. Please keep it silent and peaceful.
- **Rest room:** a quiet space to take a break, step away from the surrounding noise or talk quietly—separate from the sensory room.
- **Accommodations:** measures are in place for living with disabilities, including people who are hard of hearing. Contact the team for any specific needs.

We also encourage everyone to avoid or limit the use of strongly scented products out of consideration for people with sensitivities.

CONSENT, PHOTOGRAPHY AND RECORDING

Photographs and video recordings may be taken during the event for documentation and promotional purposes. Anyone may decline to be photographed or filmed, and this choice will be respected. Before photographing, filming or recording another person, always ask for their consent. Certain sessions may be designated as non-recordable in order to protect the confidentiality of the discussions.

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REPORTING AN INCIDENT

If you witness or experience behaviour that violates this code, or if you feel uncomfortable or unsafe, we encourage you to report it without delay. Your report will be received with seriousness, attentiveness and discretion.

How to report

- In person, to any team member or volunteer (identifiable by their badge) or to the security staff on site.
- By phone or text, to the designated contact person: Éric Cormier at 506 866 8173.
- By email, to the team address: dga@alteracadienb.ca
- In the event of immediate danger, call 911 or speak to the University's security staff.

We ask that you not attempt to handle a harassment incident on your own: report it to the team who will take over. Information shared will remain confidential as far as possible and will only be disclosed to those who need to intervene.

HANDLING AND CONSEQUENCES

The team will review and address each report promptly, diligently and impartially. Depending on the nature and severity of the situation, measures may range from a verbal or written warning to immediate removal from the event, without refund, and, where appropriate, reporting to the appropriate authorities. People asked to stop unacceptable behaviours must comply immediately. These measures are aimed above all at protecting the safety and well-being of everyone present.

CONTACT US

For any questions about this code of conduct, or to report an incident before, during or after the event:

Contact person: Éric Cormier
Phone: 506 866 8173
Email: dga@alteracadienb.ca

Thank you for helping make the Summit a safe, inclusive and welcoming space for all.