

Code of Conduct

We are committed to making the design, construction, and real estate industries more diverse, inclusive and equitable. As part of this commitment, PM Springfest is dedicated to providing a safe and accepting environment at our events for all attendees, exhibitors, staff, security, management, speakers, sponsors, media, volunteers, or any other participants. We welcome people of all ethnicities, genders, gender identities and expressions, sexual orientations, abilities, physical appearances, body sizes, and religions.

PM Springfest acknowledges that no one is perfect, but everyone has the capacity to learn, grow, and change. We are all capable of common courtesy and respect; this Code of Conduct provides us with guidelines on how to do this.

Community

First and foremost in creating an inclusive community is our behaviour towards each other, both on-site and online. Help us create a kind and inclusive community that harnesses the collective knowledge, creativity, and enthusiasm of our customer base to empower everyone for success.

Be respectful, welcoming, and tolerant of yourself, fellow exhibitors, visitors, staff, venue staff, volunteers, managers, and the Show, regardless of ethnicity, gender, gender identity and expression, economic status, sexual orientation, disability, physical appearance, age, national origin, race, and religious identity's objective of your personal and/or religious beliefs.

Respect personal space and boundaries. Do not touch people or their assistive devices/equipment without consent. Be mindful of your surroundings and of your fellow participants. Alert conference organizers if you notice a dangerous situation or someone in distress.

We request discussions pertaining to the Show be constructive and aimed at starting a healthy dialogue to improve the event. Share feedback in a way that encourages dialogue and debate rather than negativity. If you have an issue or complaint, we want to hear it. Please report issues, feedback and suggestions for improvements to PMSF@informa.com so that we can listen to and address your concerns.

Unacceptable Behavior

We do not tolerate harassment in any form and reserve the right to remove from anyone from PM Springfest events who engage in unacceptable behavior including but not limited to:

- Unwanted advances, unwanted or inappropriate physical touching of people and their belongings.
- Stalking, harassing, intimidation & annoyance.
- Written, physical and verbal threats, including any boisterous, lewd or offensive behavior or language.
- Pushing, shoving or use of any physical force whatsoever.
- Inappropriate statements or gestures.
- Photography or recording.
- Inappropriate use of nudity (including presentation slides).
- Sustained disruption of speakers .
- Disrespectful comments that go beyond the boundaries of civil disagreement and civic discourse. This may include remarks or actions that target people based on certain characteristics that include but are not limited to, race, religion, gender, gender identity, sexual orientation, ethnicity, or disability status.
- Possession of any item that can be used as a weapon, which may cause danger to others if used in a certain manner.
- Possessing any illegal substance. Informa does not tolerate the use or abuse of illegal substances anywhere in the Venue.
- Smoking – other than in designated areas.
- Alcohol from outside the building cannot be brought in. Alcoholic beverages can only be consumed on the Trade Show Floor. Please drink responsibly.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior.
- Failure to obey any rules or regulations of the Venue. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.

Unacceptable behaviours will be determined by Informa and its show management, at their sole discretion.

Postings on any of our social media sites and virtual platforms must not contain any inappropriate information, including but not limited to hate speech (personal attacks on fellow exhibitors or the Show itself, profanity, racism, etc.), graphic, obscene, explicit, or illegal submissions as well as advertisements and accusatory comments. There should be no dissemination of deliberately misleading or false information about the show or all related stakeholders.

Consequences

Inappropriate and harassing behaviour will not be tolerated. If asked to stop you should comply immediately. PM Springfest and Metro Toronto Convention Centre reserve the right to refuse entry or remove any offending party from the Show with no refunds of entrance fees, booth fees, parking fees, rental fees, or any other expenses/payments.

Reporting

Please contact PMSF@informa.com or report to the show office if you believe you have observed or experienced a violation of this Code of Conduct. All reports will remain completely confidential. Notifying PM Springfest does not constitute or replace a notification to local law enforcement.

All suspected violations of the law should be reported to local law enforcement. For emergencies, immediately dial 911. For non-emergencies in Toronto, the Toronto Police Department is available at (416) 808-5200