

WCS2 Policy Against Hateful Conduct



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Introduction

The Women CyberSecurity Society (WCS2) is committed to creating a safe and inclusive environment for all individuals. As a partner of [Canada's 50-30 Challenge](#), WCS2 acknowledges the importance of promoting diversity, equity, and inclusion in the cybersecurity industry. Therefore, WCS2 has implemented a policy against hateful conduct which includes hateful speech, hateful behaviors, online violence, cyber bullying, harassment, and discrimination.

1. **Policy Definition:** Hate, online violence, cyber bullying, harassment, and discrimination are all forms of behavior that threaten an individual's safety, dignity, and well-being. WCS2 condemns such behavior and will not tolerate it within its community.
2. **Scope:** This policy applies to all members of the WCS2 community, including staff, volunteers, members, partners, and stakeholders.
3. **Prohibited Behavior:**
 - a. **Hate Speech:** WCS2 prohibits the use of hate speech, which refers to language that promotes or encourages hatred or discrimination against individuals or groups based on their race, ethnicity, national origin, religion, gender, sexual orientation, age, or disability.
 - b. **Online Violence:** WCS2 prohibits any form of online violence, including threats, intimidation, stalking, or harassment through electronic communication channels, such as social media, email, or messaging platforms.
 - c. **Cyber Bullying:** WCS2 prohibits cyberbullying, which is the use of electronic communication channels to bully, harass, or intimidate individuals.
 - d. **Harassment:** WCS2 prohibits all forms of harassment, including verbal, physical, and sexual harassment. This includes unwanted physical contact, sexual advances, comments, or gestures.

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e. Discrimination: WCS2 prohibits discrimination based on race, ethnicity, national origin, religion, gender, sexual orientation, age, or disability.

4. Reporting:

a. Any individual who experiences or witnesses prohibited behavior is encouraged to report it immediately to the appropriate WCS2 representative.

b. The WCS2 representative will take appropriate measures to investigate and address the report in a timely and confidential manner.

c. WCS2 prohibits retaliation against individuals who report or provide information about prohibited behavior.

5. Consequences:

a. Any individual found to have engaged in prohibited behavior will be subject to disciplinary action, including but not limited to suspension or expulsion from the WCS2 community.

b. WCS2 reserves the right to report prohibited behavior to law enforcement authorities, where applicable.

Conclusion

The Women CyberSecurity Society is committed to creating a safe and inclusive environment for all individuals. The policy against hate, online violence, cyber bullying, harassment, and discrimination is an essential component of this commitment. By adhering to this policy, we can ensure that all members of our community feel valued and respected.