



Industrial Participation Association of Canada

Non-Discrimination Policy

It is the policy of the IPAC to not discriminate or unjustifiably call attention to any individual or group of individuals solely on the basis of his, her, or their (as the case maybe) race, sex, sexual orientation, ethnicity, cultural background and/or national origin.

The IPAC Executive Committee shall take such action as it deems appropriate under the circumstances upon its finding that a violation of this policy has occurred or will likely occur, including, but not limited to:

- (i) Expulsion of members from the IPAC;
- (ii) Disbarment of individuals from attending IPAC events and/or utilizing IPAC resources (for example, its website); and
- (iii) Removal of individuals from service on the Executive Committee.