



# STTLG

## Code of Ethics & Conduct

As part of **s:tlg** and being a private company, this document highlights code of ethics and conduct that website administrators require of website members and of visitors.

This document includes details and examples that will be a guide to successful website activity. This should be also be a guide for any further activity site administrators, members and visitors have with each other.

## Terms of Use

At **s:tlg**, we are committed to the following ethics and codes that are detailed below.

### 1. We are Inclusive.

We welcome and support people of all backgrounds and identities. This includes, but is not limited to, members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, education level, color, immigration, status, sex, age, family status, political belief, religion, and mental and physical ability.

### 2. We are Professional.

All employees are required to show integrity and professionalism in the workplace. **s:tlg** is committed to promoting safe spaces so that employees, contributors and members are free to express themselves and have lines of open communication. **s:tlg** is committed to fostering a well-organized, respectful and collaborative environment. Everyone at **s:tlg** must avoid offending, participating in serious disputes and disrupting professionalism.

### 3. We are Respectful.

**s:tlg** will not allow any kind of discriminatory behavior, harassment or victimization. This includes, but is not limited to: threats of violence, discriminatory jokes and language, sharing sexually explicit or violent material via **s:tlg** website or business environment, personal insults, especially those using racist, sexist or homophobic terms, unwelcome sexual attention, advocating for, or encouraging, any of the above behavior.

### 4. We comply with the Law.

**s:tlg** is committed to promoting compliance with environmental safety, as well as ethical and responsible dealing with finances, products, partnerships and public image. **s:tlg** expects lawful dealings with finances, products, partnerships and public image. **s:tlg** expects employees, members and partners to act legally, ethically and responsibly when dealing with site information.

### 5. Intellectual Property.

Employees, contributors and members should not misuse intellectual property, or use it frivolously. **s:tlg** will not allow misuse of intellectual property. This includes trademarks, copyrights and other property. **s:tlg** only allows employees and contributors to use them to complete their duties.

### Limitation of Liability

**s:tlg** will not be liable for any indirect, incidental, special, exemplary or consequential damages, lost profits, lost data, or business interruption, in any way whatsoever arising out of the use of, or inability to use, the **s:tlg** website, whether or not **s:tlg** is advised of the possibility of such damages.

### Jurisdiction

These Terms of Use and any controversy arising under or related to these Terms of Use will be construed, pursued and resolve in accordance with and will be governed by the laws of Canada without regard to its conflicts of laws provisions. You irrevocably consent to the exclusive jurisdiction of the provincial and federal courts of Canada in connection with any action or dispute arising between the parties under or in connection with these Terms of Use.

### Miscellaneous

Any waiver of any provision of these Terms of Use will be effective only if in writing and signed by an authorized representative of **s:tlg**. **s:tlg** will be entitled to injunctive or other equitable relief in the event of any breach or anticipatory breach. **s:tlg** operates and controls the **s:tlg** website and services from Canada. Any intellectual property is not intended for distribution to or use by any person or entity in any jurisdiction or country where such distribution or use would be contrary to law or regulation. Accordingly, those persons who choose to access **s:tlg** website from other locations do so on their own initiative and are solely responsible for compliance with local laws, if and to the extent local laws are applicable. These Terms of Use (which include and incorporate the **s:tlg** policies) contains the entire understanding, and supersedes all prior understandings, between you and **s:tlg** concerning its subject matter and cannot be changed or modified by you. The section headings used in this Agreement are for convenience only and will not be given any legal import.