



Canadian Adult Entertainment Commission Terms of Reference/ Confidentiality Agreement

Terms of Reference for Canadian Adult Entertainment Commission

Draft 2009

Sex Industry Stakeholder - A person who has experience either working within, providing services to, running a business in, or purchasing services/products of the sex industry.

These Terms of Reference were created to ensure localized organizing in various constituencies across Canada have a common set of goals and processes.

Vision/ Goals:

- To come together as an industry for the purpose of increased safety and stability for all stakeholders in the sex industry inclusive of workers, support workers, business owners, and consumers.
- To empower and unify sex industry communities inclusive of all genres and genders to increase the security and stability of the sex industry.
- To build community relationships, forge partnerships, identify and engage allies, and work with external expertise in pursuit of CAEC goals.
- To create a community where all sex industry stakeholders are respected and honoured for their experiences.
- To improve the occupational health, safety, and capacities of sex industry professionals as employees and contractors within a legitimized profession.
- To ensure consumers have access to resources, safely engage in sex industry consumption, can maintain discretion, are treated fairly, and have clear choices for ethical purchasing.
- To protect ethical business owners from arbitrary attacks upon their honour, reputation, and livelihood by law enforcement, former employees, and the system at large.
- To design a process in partnership with all stakeholders to provide a system of self-governance for the sex industry.
- To support the formation of craft unions, business improvement associations, consumer groups, and trade guilds, for businesses, consumers, and workers within the sex industry.

Guiding principles

- Work towards safety and respect for all sex industry stakeholders regardless of their location within the industry;
- Ensure the inclusion of diverse communities, perspectives, capacities and expertise from the sex industry;
- Promote progressive thought, forward thinking, and continual positive exchange for the empowerment and education of sex industry stakeholders and the community at large;
- Keep harm reduction frameworks at the forefront and work toward social justice and social change to increase quality of life for sex industry stakeholders.

Membership/Composition:

- Members must be active or former sex industry stakeholders, inclusive of but not limited to; street level, bath houses, massage parlours, ads/ internet, dancers, adult film, off street, phone sex, web cam, customers, support staff and business owners.
- Organizations who provide services for, are run by, or have a vested interest in the sex industry may become members and represent a community of sex workers. The number of members an organization represents will be accepted by CAEC as true and each individual member of that local will have a vote.
- Members of an organization or local that is a CAEC member will also be expected to sign on to these terms of reference.
- Locals or organizations who are members of CAEC may define their own membership criteria but only individual members who have signed and accepted CAEC terms of reference may be included/ represented as voting members. Non sex industry stakeholders may NOT join or vote within CAEC
- Must be 19 years or over;
- Vouched for by another stakeholder;
- Members may use a pseudonym or working name on applications.

Confidentiality

- Events that happen at meetings stay at meetings.
- Project membership and personal information, identities of members, and their contact information must remain confidential.
- Industry association locals will hold personal information about members with the national body knowing only the number of members per local.
- The Canadian Adult Entertainment Commission (and its member groups/ locals) will hold this information in the strictest of confidentiality. No one shall be allowed access to this information unless they can prove a risk to the life or safety of a person. Each local will decide on a case-by-case basis if such a threat exists and if a person may be granted limited access to this information.
- Intellectual property and details about projects, strategies and plans are not to be shared with outside entities or individuals except when in the form of a communication strategy that has been designed and approved by the members of CAEC.

- Confidentiality extends even after leaving CAEC and must respect the sex industry stakeholders' rights of movement and the anonymity of those involved.
- Breach of confidentiality will lead to the immediate revocation of membership from CAEC.
- All existing and new members must sign a confidentiality agreement and sign on to the most current Terms of Reference.

Decision-Making

Decisions will be made through a consensus model. All members in good standing are voting members and will enter any of the following three responses to issues that are being considered:

- Agree
- Disagree
- Abstain

Meeting Structure-Minutes

- Agenda and previous meeting minutes circulated via email prior to meetings.
- Action column and recommendations will be read at the following meeting.
- A rotating chair will facilitate meetings or an external facilitator may be hired.
- The CAEC recognizes that the meeting procedures and minutes may be available to the public but will refrain from identifying members.

Code of Conduct for meetings

- Never speak in anger; Try to limit disputes.
- Attend meetings ready to work and ready to contribute: alert and present in mind and body. Those on medication or using harm reduction strategies must employ drug management strategies;
- Honour everyone's opinion and be inclusive of a range of opinions;
- Be mindful and accepting of diversity and varying capacities: honouring individual members opinions, choices, experiences and knowledge;
- Zero Tolerance to violence. Verbal abuse, physical abuse, and threats will lead to revocation of membership in CAEC.
- No personal politics.

I, _____, hereby agree to the terms of reference for the CAEC. Further more I understand terms for confidentiality and agree to maintain the privacy of members and respect CAEC processes for release of information about CAEC projects, strategies and goals.

Date: _____

CAEC Representative: _____