



## **ANTI-HARASSMENT POLICY**

It is the intent of MoveUP to promote a harassment free environment and to create an atmosphere free from all forms of discrimination and harassment in all aspects of MoveUP events and functions.

The key is mutual respect where all are equal in dignity and rights. Behaviour that is likely to undermine the dignity, respect or self-esteem of an individual, or creates humiliating environment cannot be tolerated.

We in the trade union movement always believe we can do better and while we recognize that problems can exist, MoveUP believes in working towards creating an atmosphere free from all forms of discrimination and harassment. In that endeavour, we ask all our members in helping us in achieving this goal.

Harassment is defined as conduct that involves comments or actions based upon any of the personal characteristics protected by the BC Human Rights Code (ie: race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person or member, or because that person or member has been convicted of a criminal or summary conviction offence) that a reasonable person knows or ought to know would cause offence, humiliation or intimidation to another person.

### *THE INTENT OF ADDRESSING HARASSING BEHAVIOUR*

The intent is stop the harassing behaviour and not to be punitive in nature.

### *WHAT TO DO IF YOU BELIEVE YOU ARE BEING HARASSED:*

If you feel you are being harassed or discriminated against, speak up right away. If possible, tell the person in clear terms that you are not comfortable with their behaviours, and that you want it to stop. Usually, this will be all you need to do. You can speak to the person directly, or write them a letter (date it and keep a copy).

You should keep notes regarding all incidents of unwelcome or harassing behaviours. Write down what has happened, when, where, how often, who else was present, and how you feel about it.

If your efforts to get the person to stop are unsuccessful, or if you don't feel comfortable approaching them yourself, then you may proceed with the complaint.

### COMPLAINT PROCEDURE

Complaints of harassment should be directed to the Ombudsperson (at Union functions where they have been appointed), or to any Job Steward, Executive Councillor, or Executive Board Member.

All complaints will be taken seriously, and the President and/or designate will act on all complaints and endeavour to resolve them quickly, confidentially, and fairly.

### CONFIDENTIALITY

Every reasonable effort will be made to ensure confidentiality throughout the process except where disclosure is necessary for the purposes of investigation or as required by law.

This process is not intended to circumvent or supersede any other process or remedy that may be available. ie: Collective Agreements, Human Rights Codes, Constitutions, Criminal Charges, Civil Litigation, etc.....