



# CONVENTION ANTI-HARASSMENT POLICY

**EIGHTH NATIONAL COPE CONVENTION**  
**June 5–7, 2025**  
**Fairmont Winnipeg Hotel, Winnipeg, MB**

At COPE, we are committed to provide a harassment free environment. We take this commitment seriously. We will not tolerate harassment of any form during our convention or at any of the convention related activities.

Harassment is not a frivolous matter. It can cause everything from a sense of unease to humiliation, threats, and violence.

Harassment is an expression of perceived power and superiority by the harasser(s) over another person, usually for reasons which the victim has little or no control such as sex, gender, gender identity, gender expression, race, age, creed, colour of skin, marital status, sexual orientation, disability, political or religious affiliation, or place of national origin.

Harassment on any of these grounds can be the basis of a complaint.

Harassment is defined as any unwelcome or unwanted action by any person, whether verbal or physical, on a single or repeated basis, which humiliates, insults, or degrades. It can come in the form of direct comments or even posts on social media.

“Unwelcome” or “unwanted” in this context means any action which the harasser(s) knows, or ought reasonably to know, is not welcome by the victim of the harassment.

There are two principles that are fundamental to our Union: human rights and solidarity. As COPE members, it is our role to assist in combating harassment. The COPE National Executive considers harassment of any kind a serious offence. Complaints of harassment at Convention, or at any of the convention related activities, will be investigated. A contravention of this policy could result in the removal of the harasser(s) from the event.

**ALL COMPLAINTS OF HARASSMENT WILL BE HANDLED QUICKLY AND WITH CONFIDENTIALITY.**

## **Convention Complaint Procedure**

A person who believes that they are the victim of harassment should act immediately. No one should ever feel that they must accept it.

The first step, should you feel safe to do so, is to tell the harasser that you do not welcome the attention or offensive behaviour. You can do so either on your own (verbally or in writing) or with a third party.

If you feel it is appropriate for the situation, warn the harasser(s) that if the behaviour continues, you will take further action, including reporting the offense to the convention ombudspersons.

### **AT ANY TIME, YOU MAY SEEK THE SUPPORT OF THE DESIGNATED CONVENTION OMBUDSPERSONS IF YOU FEEL UNSAFE OR UNCOMFORTABLE APPROACHING THE HARASSER(S)**

If the harassment continues, ensure you are in a safe place, and then report your situation to the convention ombudspersons. The ombudspersons will take a confidential report, will ensure that you are safe, and then commence their investigation of the reported offense.

The ombudspersons will interview the complainant, the alleged harasser(s) and any witnesses. The investigation of any incident will be handled confidentially and expeditiously.

If it is determined that the alleged harasser(s) has/have violated this policy appropriate action will be taken. These actions could include, but are not limited to, an acknowledgement and apology from the harasser(s) or an appropriate form of reprimand which could include ejection from this convention and all convention related activities. This could also be the result for the complainant should the investigation determine the complaint of harassment was frivolous or vexatious.

Where substantial actions are recommended by the ombudspersons, the National Executive shall make the final decision on the actions to be taken.

At every Convention two (2) ombudspersons will be appointed by the National President.

The names and contact information of the ombudspersons for this convention are:

**Carmelle Chartier 204-471-1669**

**Jean-Nicolas Loiselle 514-872-8580**