

Anti-Harassment Statement

March 2016

Every individual has the right to dignity and respect within the union and within the workplace. Creating and preserving a safe harassment-free environment at all union activities, events and meetings is our collective responsibility.

Unifor will not tolerate or condone words or actions that undermine the dignity or self-esteem of any individual or which create an intimidating, hostile or offensive environment. Any form of harassment within the union environment undermines our solidarity and runs contrary to our commitment to equality. Any such harassment may result in sanctions pursuant to this Policy

Harassment is not a joke. It is unwelcome, unwanted and uninvited. It is an expression of power or perceived power by the harasser(s). Harassment includes words and actions which humiliate, insult or degrade. It may include, but is not limited to, unwanted comments, slurs, racist or sexist jokes, pictures or posters, bullying or intimidation, graffiti, physical contact of any kind, remarks about a person's appearance or personal life, unwelcome sexual advances or demands, suggestive looks or gestures, mockery of religious practices or customs or desecration of religious imagery.

Harassment that violates human rights legislation, on any prohibited ground, violates this policy. Bullying and personal harassment are equally offensive to union principles and may also result in sanction under this Policy. Bullying is the assertion of power through aggression, physical or otherwise and can include intentional isolation of an individual or group. It usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. Expression of differing opinions is expected in every organization and such expression does not, on its own, constitute a violation of this Policy.

If you believe you have been harassed you are encouraged to take action. If you are able to express that the offensive words or conduct are unwelcome you are encouraged to do so. If you are unable or if you are uncomfortable doing so, or if the behaviour persists, you are encouraged to approach an ombudsperson for assistance.

Unifor commits to taking every harassment complaint seriously and will treat each incident with sensitivity and confidentiality. Informal resolution is always encouraged and may include, but is not limited to, apologies, reprimands or removal from the event.

If a matter cannot be resolved by informal processes or where a complainant desires, a formal complaint may be filed in writing to the National Anti-harassment Coordinator at the National Office. The designated Ombudsperson(s) can provide direction on the process of filing a formal complaint. Where the safety of any individual is compromised appropriate authorities will be contacted.

For the Unifor function the designated ombudsperson(s) is:

so:cope343