



POLICY PAPER

RE: BULLYING AND HARASSMENT

Adopted by Executive Council: February 20, 2017

Reviewed by Advisory Committee:

MoveUP believes in promoting an environment that is free of bullying and harassment and seeks to create an atmosphere free from all forms of discrimination and harassment at MoveUP events and functions.

Behaviour that is likely to undermine the dignity, respect or self-esteem of an individual, or creates an intimidating, coercive, abusive, restrictive, offensive, embarrassing or humiliating environment will not be tolerated.

Harassment is defined as any unwelcome actions by any person whether verbal or physical, on a single or repeated basis that a reasonable person knows, or ought to know, would cause offence, humiliation, ridicule, insult or intimidation to another person.

This policy encompasses, but is not limited to, harassment around issues of race, colour, creed, ancestry, place of origin, religion, marital status, family status, disability, sex, sexual orientation, gender identity, gender expression, language, age, political affiliation, social and economic class, or activism and participation in a union.

Bullying is identified as behaviour used to humiliate, intimidate, undermine, or destroy the character or confidence of an individual or group of individuals. Bullying tends to be deliberate actions, mobbing, offensive, malicious and/or cruel behaviour which may include an abuse of power or perceived power by one person or group over another. The behaviour is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual who ought reasonably to have known that his/her actions are unwelcome or unwanted. It can also be an aspect of group behaviour. Bullying can be divided into four categories: emotional, verbal, physical, and cyber.

What To Do If You Believe You Are Being Harassed:

If you feel you are being harassed or discriminated against in any way, where possible speak up right away. If possible, tell the person in clear terms that you are not comfortable with their behaviour(s), and that you want it to stop. 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 ombudsmen (at union functions where they have been appointed), or to any Job Stewards, 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 supercede any other process or remedy that may be available (i.e. collective agreements, Human Rights Codes, Constitutions, criminal charges, civil litigation, etc.).