

# HARASSMENT POLICY

## HARASSMENT POLICY

### To be read regularly at Union Functions

Union solidarity is based on the belief that all union members are equal and deserve respect. Any behaviour that creates embarrassment or humiliation prevents us from working together.

We cannot allow or accept behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.

Words, actions or conduct, which is racist, sexist, homophobic, or transphobic, divides us. So does discrimination on the basis of disability, age, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment or bullying. These are harmful and create feelings that make it difficult to work collectively. It can be covert and subtle or hateful and violent.

Different forms of harassment can be physical as well as psychological and can include: leering, unnecessary and unwanted physical contact, bullying, mobbing, ridicule, jokes, innuendoes, displaying of pornographic materials, and written actions that promote discrimination. Harassment can include taunting about a person's body, mannerisms or attire.

CUPW's policies and practices reflect our commitment to equality. We want this event to be a discrimination, harassment, and bullying-free zone to ensure that everyone's dignity is respected.

CUPW is asking everyone at this event to share in the responsibility of creating an environment free of harassment and bullying.

If you feel that you are experiencing or have experienced harassment, bullying, or discrimination or you are generally concerned about an incident or atmosphere at this function, you are encouraged to discuss it with Sister \_\_\_\_\_ or Brother \_\_\_\_\_ in complete confidentiality. Any incidents will be taken seriously.

By respecting each other's right to participate, we can ensure that our Union functions are respectful and build solidarity.