



# COPE Ontario

## *Anti-Harassment Policy*

COPE Ontario wants to provide a harassment free environment.

Mutual respect must be the basis of interaction at all COPE Ontario functions and activities including meetings, courses, conferences and conventions. We need the cooperation of all Local union leadership to create a harassment free environment.

Harassment is not a frivolous matter. It creates feelings of uneasiness, humiliation and discomfort.

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

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

Harassment can be 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.

“Unwelcome” or “unwanted” in this context means any action which the harasser(s) knows or ought reasonably to know is not desired 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. COPE Ontario considers harassment of any kind a serious offence. Complaints of harassment at any COPE Ontario function will be investigated. A contravention of this policy could result in the removal of the harasser(s) from the event.

**All issues will be handled with confidentiality.**