

## Unifor Policy on Harassment, Discrimination and Violence Prevention and Resolution for Union Events

Policy number:	Category:	Type:
C-003	National	Constitutional

Effective Date:	Replacing file:
November 11, 2024	Unifor Harassment Policy for Unifor Events

### 1. PREAMBLE

Everyone has the right to be free from harassment, discrimination and violence. Mutual respect, human dignity and fairness are foundational values of Unifor. Every member, officer and employee of Unifor shares the responsibility of building and sustaining a safe and healthy union environment that upholds these values, fosters inclusion and promotes diversity.

Harassment, discrimination and violence within the union environment all violate the Unifor Constitution, are a serious affront to worker solidarity and undermine our collective efforts to build a fair and just world. The Unifor Policy on Harassment and Discrimination Prevention and Resolution for Union Events (“the Policy”) articulates Unifor’s commitment to discrimination and harassment prevention and provides a complaint procedure that promotes appropriate and timely resolution of allegations of harassment, discrimination and violence.

In addition to this policy, the National Union will apply and maintain a detailed procedure for resolution of harassment complaints referenced in this policy as Appendix 1.

### 2. APPLICATION AND SCOPE

2.01 This policy applies to all members and officers of Unifor and to contractors, agents, visitors and invitees attending meetings, councils, conferences, training or social events sponsored by Unifor, while travelling for or on behalf of Unifor, and while on any Unifor property.

- 2.02 This policy does not apply to workplace harassment and discrimination that originate in Unifor represented workplaces. Such complaints should be addressed via the procedures contained in any relevant collective agreement, workplace policy or under occupational health and safety or human rights legislation, as applicable.
- 2.03 This policy does not apply to Unifor employees where another workplace anti-harassment policy is applicable.

### 3. DEFINITIONS

- 3.01 **Harassment** means engaging in a course of comment or conduct that is known or ought reasonably to be known to be unwelcome. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, degrade or cause personal humiliation or embarrassment, whether they are direct or indirect and any act of intimidation or threat. Harassment includes personal harassment, bullying, sexual harassment and harassment based on prohibited grounds of discrimination under human rights legislation be it in person or online
- 3.02 **Discrimination** means unjust or prejudicial treatment of an individual or group, that relates to personal characteristics of that individual or group and which has the effect of creating or imposing disadvantage or which results in limiting access to opportunities, benefits, and advantages available to others. It includes treatment related to every ground of discrimination covered by human rights legislation in every Canadian jurisdiction.
- 3.03 **Violence** means any action, conduct or comment, including of a sexual nature that can reasonably be expected to cause physical or psychological injury or illness.

### 4. PREVENTION ACTIVITIES

- 4.01 Unifor will support practices which may assist in reducing conflict and the potential for harassment, discrimination and violence or perceptions of harassment in the union environment including:
- i) Communicating the requirement of a respectful union environment;

- ii) Offering training on harassment prevention, human rights, conflict resolution and collaborative problem-solving;
- iii) Encouraging informal and early resolution wherever appropriate, and advising of informal and formal processes available to address harassment, discrimination and violence;
- iv) Sharing resources to support those with concerns including the availability of trained union representatives, EFAP, alternative dispute resolution and mediation practitioners.

## 5. TIMELY RESOLUTION OF COMPLAINTS

- 5.01 Any complaint that discloses an occurrence of harassment, discrimination or violence at a union event, shall be dealt with promptly and if required, shall include investigation of the matter by a competent and neutral investigator.
- 5.02 Harassment, discrimination and violence are destructive and must be addressed promptly. Any complaint about harassment, discrimination or violence must be made within one year from the date of the incident or occurrence.
- 5.03 The seriousness of harassment and discrimination allegations calls for access to a timely and rigorous process. The Unifor Procedure for Resolution of Harassment Complaints for Union Events (Appendix 1) shall be applied in instances of harassment, discrimination or violence at Unifor events subject to the exceptions in Article 2.
- 5.04 The Unifor Procedure for Resolution of Harassment Complaints for Union Events must provide opportunities for early resolution and for voluntary, informal resolution to complaints prior to an Investigation Report being issued.
- 5.05 Unifor will appoint and maintain the position of no fewer than two anti-harassment officers who will be responsible for ensuring that all parties have access to this policy and the accompanying procedure. The anti-harassment officers will review all complaints filed under the policy and will be responsible for offering procedural direction and communicating all procedural decisions to the parties, unless and until the complaint is assigned to an investigator, mediator or other party for resolution.

## **6. REPRISAL**

6.01 Any reprisals, retaliation or threats of reprisals or retaliation for pursuing rights under this policy, for having participated in its procedures, or for acting in any role under this policy and its procedures is a violation of the policy.

## **7. GOOD FAITH**

7.01 Any allegations of harassment, discrimination or violence which are reckless, malicious or made in bad faith constitute a violation of this policy.

## **8. SUSPENSION OF PROCEEDINGS**

8.01 Nothing in this policy prevents individuals from pursuing remedies for harassment, discrimination or violence in another forum. Should the circumstances giving rise to a complaint under this policy also result in an external legal proceeding being commenced, any action under this policy may be suspended until such time as the external proceeding is complete.

## **9. REMEDIES**

9.01 A range of remedial options for addressing harassment, discrimination or violence in the union are available. Recommendations will take into account the seriousness of the matter(s) being considered and the concurrent goals of stopping the behaviour and creating a safer and healthier environment for all.

## **10. ANNUAL REPORT**

10.01 An annual report to the President's office outlining the number of complaints, the nature of the complaints, trends, if any, and recommendations for addressing any systemic factors that may be contributing to an unsafe or unhealthy union environment, shall be made annually.

## **11. PROTECTION IN THE EVENT OF A CONFLICT**

11.01 In the event of any conflict between this policy and any protections afforded by human rights, occupational health and safety or other

applicable legislation, the protections afforded by the legislation will prevail.

## 12. REVIEW PERIOD

12.01 This Policy, and the accompanying process, shall be overseen and reviewed every three years, by the office of the President.

Revision history	Approval date:
Unifor Harassment Policy for Unifor Events (2017)	November 11, 2024
References:	
Harassment, Discrimination and Violence Resolution Process to the Unifor Harassment Policy for Union Events (Appendix 1)	

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