

THE CORI FOR COUNCIL CAMPAIGN ANTI-HARASSMENT POLICY

The Campaign is committed to creating a harassment-free environment. These are not just words. We take them seriously, because mutual respect must be the basis of our work together, campaigning for a better, safer, fairer city.

Accordingly, the Campaign has established an Anti-Harassment Committee. The Committee is charged with establishing a culture free from harassment on the campaign, for working with the Campaign Manager to administer this policy, and for receiving any complaints about harassment.

To contact the anti-harassment committee, please email campaign@coriforcouncil.com.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser over another person. Human rights and solidarity are at the heart of this campaign's values and harassment strikes at the heart of both.

Definition of Harassment

Harassment can be based on a prohibited ground of discrimination, as set out in provincial human rights legislation, such as race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion;
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, addictions, and employment;
- Deliberate misgendering or use of 'dead' or rejected names;
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate;
- Physical contact or discussion of physical contact without consent or after a request to stop;
- Threats of violence;
- Incitement of violence towards any individual;
- Deliberate intimidation;
- Stalking or following;
- Harassing photography or recording, including logging online activity for harassment purposes;
- Sustained disruption of discussion;
- Unwelcome sexual attention;
- Continued one-on-one communication after requests to cease;

- Deliberate “outing” of any aspect of a person’s identity without their consent, except as necessary to protect vulnerable people from intentional abuse; and
- Publication of non-harassing private communication.

This list is not exhaustive. It is meant to demonstrate how many behaviours can constitute harassment.

The Cori for Council Campaign prioritizes marginalized people’s safety over privileged people’s comfort. The Anti-Harassment Committee reserves the right not to act on complaints regarding:

- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you”;
- ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’; and
- Criticizing racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions.

Procedures for Addressing a Harassment Complaint

Filing a Complaint

An individual may file a harassment complaint by contacting the Anti-Harassment Committee. The complaint may be verbal or in writing. If the complaint is made verbally, the Anti-Harassment Committee will record the details provided by the individual.

The complainant should be prepared to provide details such as what happened; when it happened; where it happened; how often and who else was present (if applicable).

Complaints should be made as soon as possible but no later than within one year of the last incident of perceived harassment, unless there are circumstances that prevented the employee from doing so.

The Anti-Harassment Committee will tell the person that the harassment complaint has been made against, in writing, that a harassment complaint has been filed. The letter will also provide details of the allegations that have been made against him or her.

Every effort will be made to resolve harassment complaints within 30 days. The Anti-Harassment Committee will advise both parties if this is not possible.

If either party to a harassment complaint believes that the complaint is not being handled in accordance with this policy, he or she should contact the Campaign Manager.

Alternative Resolution Process

Wherever appropriate and possible, the parties to the harassment complaint will be offered an alternative resolution process, such as mediation, prior to proceeding with a harassment investigation.

The alternative process is voluntary and confidential. It is intended to assist the parties to arrive at a mutually acceptable resolution to the harassment complaint.

Investigation

If alternative measures are inappropriate or does not resolve the issue, a harassment investigation will be conducted. All investigations will be handled by an individual who has the necessary training and experience. In some cases, an external consultant may be engaged for this purpose.

The investigator will interview the person who made the complaint, the person the complaint was made against and any witnesses that have been identified. All people who are interviewed will have the right to review their statement, as recorded by the investigator, to ensure its accuracy.

The investigator will prepare a report that will include:

- a description of the allegations;
- the response of the person the complaint was made against;
- a summary of information learned from witnesses (if applicable); and • a decision about whether, on a balance of probabilities, harassment did occur.

This report will be submitted to the Campaign Manager. Both parties to the complaint will be given a copy.

Substantiated Complaint

If a harassment complaint is substantiated, the Campaign Manager will decide what action is appropriate.

Corrective action for the individual found to have engaged in harassment may include:

- a reprimand;
- a suspension;
- and/or dismissal.

Both parties to the complaint will be advised, in writing, of the decision.

Other Redress

An individual who is not satisfied with the outcome of the harassment complaint process may submit a written appeal to the Campaign Manager.

Privacy and Confidentiality

Confidentiality will be maintained in this process except to the extent necessary to prevent harm to anyone, to ensure the requirements of a fair investigation, to take appropriate corrective action, or as otherwise required by law. We will respect confidentiality requests for the purpose of protecting victims of abuse. We will not identify individuals who have experienced harassment without their affirmative consent.

Review

The Campaign will review this policy and procedures as required, and will make necessary adjustments to ensure that it remains appropriate.

Inquiries

Inquiries about this policy and related procedures can be made to the Anti-Harassment Committee.

Date: February 14, 2021

***adapted from anti-harassment policies from the [Canadian Human Rights Commission](#), the [United Steelworkers of Canada](#), and the Geek Feminism [wiki](#).**