

OneCity Vancouver
Discrimination and Harassment Policy

OneCity is committed to ensuring a healthy and inclusive workplace and organizing environment that fosters a climate of mutual respect and equality. This policy applies to everyone who contributes to OneCity's work, including employees, contractors, Organizing Committee members, and other volunteers.

Conflict Resolution

As an organization, we practice respectful and positive engagement. We engage with one another in a spirit of good faith.

When we disagree, we do so in ways that are civil, respectful, and which uphold one another's dignity. We view disagreements as opportunities for strengthening our understanding of one another's perspectives and as moments to build our organization.

OneCity recognizes that people's communication styles vary, and that individuals express themselves in many ways. People may be perceived by others as more polite, subdued, moderate, direct or assertive. These learned behaviours are often rooted in a person's familial and cultural background, and they may relate to the privilege or trauma one has experienced in the context of systemic inequity. With this in mind, this policy is not intended to address the tone of people's comments or actions, but rather their substance and effect on others.

We encourage those who encounter disagreement or conflict with others in the organization to approach the disagreement or conflict with curiosity and an open mind, and to seek to resolve the disagreement or conflict with the other person.

Members of the OneCity Organizing Committee may be called on to assist with conflict resolution where appropriate.

Discrimination, Harassment and Bullying

OneCity does not tolerate discrimination, harassment, or bullying of any kind.

Definitions

Discrimination means any form of unequal treatment based on a personal characteristic such as race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental

disability, sex, sexual orientation, gender identity or expression, age, socio-economic condition, substance use, language, or other similar characteristic.

Discrimination can be intentional or unintentional. It may include actions that directly impact someone because of their personal characteristic(s), or neutral rules or standards that disadvantage people because of their personal characteristic(s). Where someone is disadvantaged by a rule or standard because of their personal characteristic(s), OneCity will accommodate them by seeking to remove barriers to their participation and inclusion.

Harassment and bullying means comments or actions by a person to intentionally disrespect, humiliate, intimidate, or otherwise victimize another person. It can include: name-calling, yelling, ridiculing or humiliating someone, offensive jokes or images, or unwanted touching. It may refer to a single instance or a series of instances.

Sexual harassment is further defined as any conduct of a sexual nature that is known or reasonably ought to be known to be unwanted or unwelcome.

Application and Responsibilities

This policy applies to all employees, contractors, Organizing Committee members, and other volunteers for OneCity.

The policy prohibits discrimination, harassment, and bullying by other employees, contractors, and volunteers, as well as others a person might be required to interact with in the course of their employment or volunteering.

All employees, contractors, Organizing Committee members, and other volunteers are expected to comply with the standards of conduct set out in this policy. They must not engage in discrimination, harassment, or bullying. They must cooperate fully in any investigation of a complaint under the policy. A failure to comply with the policy could lead to discipline, up to and including termination of employment, volunteer status, or membership in OneCity.

Managers, supervisors, and the OneCity Organizing Committee are responsible for creating a safe, healthy, and inclusive workplace and organizing environment. They must act immediately if they become aware of conduct that may amount to discrimination, harassment, or bullying. They must cooperate fully in any investigation of a complaint under this policy.

Complaints

Complaints of discrimination, harassment, or bullying will be taken seriously and responded to in a timely way.

Complaints should be brought first to the OneCity Director of Outreach and Fundraising or to one of the OneCity Co-Chairs.

If the behaviour complained of involves the Director of Outreach and Fundraising, the complaint should be brought directly to the Co-Chairs. If the behaviour complained of involves one of the Co-Chairs, the complaint should be brought to the other Co-Chair and, if it involves both Co-Chairs, it may be brought to any other member of the Organizing Committee.

The person to whom the complaint is brought, with the assistance of the Co-Chairs as appropriate, will investigate the complaint. This may involve speaking with the parties involved, as well as other witnesses. In appropriate circumstances, a third party may be engaged to conduct the investigation.

Anyone who makes or participates in a complaint is protected from negative consequences for taking part in the complaint process. This includes the person complaining, as well as any witnesses. It does not protect parties from discipline arising out of their own misconduct.

OneCity will protect the confidentiality and privacy of all parties throughout the process, as much as possible. Complainants will be informed of the outcome of the investigation, to the greatest extent possible.

OneCity will implement a reasonable resolution that provides all parties with a healthy and discrimination-free workplace and organizing environment. Possible resolutions could include:

- A restorative process aimed at repairing the relationship between the parties;
- Steps to separate the parties and ensure they do not work together in future;
- Discipline, up to and including termination of employees and contractors;
- Prohibition on volunteering, either temporarily or permanently; or
- Removal from OneCity membership.

Knowingly making a false complaint of discrimination, harassment, or bullying is a serious offence. Anyone who makes a complaint in bad faith, knowing the allegations to be untrue, may face consequences similar to those set out above.