

Harassment Prevention Regulation

The Alberta Party (AP) is committed to a healthy, harassment-free environment for all our employees, members and volunteers. The AP has developed a party-wide policy intended to prevent harassment of any type, including sexual harassment, of its employees, members and volunteers and to deal quickly and effectively with any incident that might occur.

Definition of Harassment

Harassment that is covered under the Alberta Human Rights Act occurs when an employee, member or volunteer is subjected to unwelcome verbal or physical conduct because of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. Alberta human rights law prohibits workplace harassment based on these grounds. Harassment that is not linked to one of these protected grounds is not covered under the Act. The behaviour need not be intentional in order to be considered harassment.

Examples of harassment that will not be tolerated in the Alberta Party are: verbal or physical abuse, threats, derogatory remarks, jokes, innuendo or taunts related to any employee's race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.

The AP also will not tolerate the display of pornographic, racist or offensive signs or images; offensive jokes based on race, gender or other grounds protected under the Act that result in awkwardness or embarrassment; and unwelcome invitations or requests, whether indirect or explicit.

The AP chooses to extend protection beyond the Alberta Human Right Act and prohibit any form of psychological harassment characterized as any behaviour, repetitious and systematic in nature, that is aimed at, or has the effect of, undermining personal dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment. Additionally, the AP prohibits the creation and/or promotion of a poisoned environment. This is defined as comments or conduct that create a discriminatory work/volunteer environment.

Definition of Sexual Harassment

The Alberta Human Rights Act prohibits discrimination based on the ground of gender. Protection from sexual harassment is included under the ground of gender. Unwanted sexual advances, unwanted requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or volunteer position in the party; or
2. submission to, or rejection of, such conduct by an individual affect that individual's employment or volunteer position in the party.

Sexual harassment can include such things as pinching, patting, rubbing or leering, "dirty" jokes, pictures or pornographic materials, comments, suggestions, innuendoes, requests or demands of a sexual nature. All harassment is offensive and, in many cases, it intimidates others.

It will not be tolerated within our political party.

[How to proceed if you are being harassed](#)

1. If it is possible, tell the harasser that their behaviour is unwelcome and ask them to stop.
2. Keep a record of incidents (date, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can strengthen your case and help you remember details over time.
3. Make a complaint. If, after asking the harasser to stop their behaviour, the harassment continues, report the problem to one of the following individuals:
 - a. Designated AP person(s)

You also have the right to contact the Alberta Human Rights Commission to make a complaint of harassment that is based on any of the grounds protected from discrimination under the Alberta Human Rights Act.

The protected grounds are: race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status and sexual orientation. Visit the Commission's website at albertahumanrights.ab.ca for contact information. You can also report any incident of assault that has occurred to the police.

[Internal Harassment Complaint Process](#)

1. Once an internal complaint is received by the AP, it will be kept strictly confidential. Appropriate action will be undertaken immediately to deal with the allegations. Action taken may include mediation.
2. The designated AP person(s) will interview you as well as the alleged harasser and any individuals who may be able to provide relevant information related to your allegations. All information collected will be kept in confidence.

3. If appropriate, the AP will attempt to resolve the complaint by mediation. If mediation is not successful, an investigation will be undertaken by an investigator designated by the AP.
4. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately. Discipline may include suspension or dismissal, and the incident will be documented in the AP's permanent records. No documentation will be placed in the AP's permanent records regarding the complainant when the complaint has been made in good faith, whether or not there was a finding of harassment.
5. If the investigation fails to find evidence to support the complaint, there will be no documentation concerning the complaint placed in the records of the AP regarding the alleged harasser.
6. Regardless of the outcome of a harassment complaint made in good faith, the employee, member or volunteer lodging the complaint as well as anyone providing information will be protected from any form of retaliation by other employees, party members or volunteers. This includes dismissal, demotion, unwanted transfer, denial of opportunities within the party or harassment for having made a complaint or having provided evidence regarding the complaint.

[Responsibility of Party Leadership](#)

It is the responsibility of a director or any other person within this party who supervises one or more employees to take immediate and appropriate action to report or deal with incidents of harassment of any type, whether brought to their attention or personally observed. Under no circumstances should a complaint be dismissed or downplayed, nor should the complainant be told to deal with it personally.

The AP seeks to provide a safe, healthy and rewarding environment for its employees, members and volunteer. Harassment will not be tolerated within our party. If you feel that you are being harassed, contact us.

We want to hear from you