

Statement of Harassment

The Regina & District Labour Council wants to provide a harassment free environment at all of its functions.

There are two principles that are fundamental to the trade union movement: Human Right and Solidarity – Harassment strikes at the heart of both. As trade unionists, we must work to protect each other's rights and not take them away.

Harassment is not a joke: Racial, ethnic, sexist, homophobic, biphobic, transphobic and xenophobic jokes originated in times when groups of people were socially under attack and lacked the power to respond effectively. These jokes are a reminder of this history. They can create an environment where more serious forms of discrimination and abuse can happen.

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: Gender, Race, Age, Creed, Colour, Marital Status, Sexual Orientation, Disability, Political or Religious Affiliation or Place of National Origin.

Equality and solidarity; we must all work together to advance the cause of working people. Harassment divides us. It has no place at this conference. As sisters and brothers, and fellow workers, we will not make comments or gestures, or commit any acts that are humiliating or derogatory, or cause a member to feel uncomfortable.

We, as participants, encourage each other to expand our vocabulary beyond “sister” and “brother” when referring to each other, to and also encourage the use of words such as: fellow worker, unionist, comrade, sibling, or by referring to another worker's name.

HARASSMENT can be defined as any unwelcome action – whether verbal or physical – on a single or repeated basis, which humiliates, insults or degrades. Discrimination and harassment are against the law and are in violation of the RDLC constitution and policies.

“Unwelcome” or “Unwanted” in this context means any actions which the harasser knows or ought reasonably to know are not desired by the victim of the harassment.

Different forms of harassment can be physical as well as psychological and can include: leering, unnecessary and unwanted physical contact, bullying, mobbing, ridicule, jokes, innuendoes, displaying of pornographic materials and written actions that promote discrimination. Harassment can include taunting about a person's body, mannerisms or attire.

Our goal as trade unionists must be to help create a harassment free environment. That means not only dealing with complaints when they arise but also watching for instances of harassment and confronting the source.

All of us as union members must challenge harassment whenever it occurs. We must ensure that the dignity of our brothers and sisters is not threatened by harassment.

