

ANTI-HARRASSMENT & NON-DISCRIMINATION POLICY

The Co-operative Young Leaders (CYL) is committed to providing an environment free of discrimination and harassment (at times referred to as bullying), where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.

Under the Ontario Human Rights Code, every person has the right to be free from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned, or ignored at The Ontario Co-operative Association. If a claim of harassment or discrimination is proven, measures will be applied, up to and including expulsion from our program(s) and termination of employment.

The Ontario Co-operative Association is committed to a comprehensive strategy to address harassment and discrimination. Included in our strategy is a regular monitoring of our organizational systems, effective and fair complaints procedures and always promoting appropriate standards of conduct.

POLICY OBJECTIVES

The objective of this policy is to ensure that employees, facilitators, on-site staff, volunteers, and participants of CYL are made aware that harassment and discrimination are unacceptable practices and incompatible with the standards of this organization, as well as being a violation of the law. It is important to note that this policy applies to and includes virtual events and activities.

APPLICATION

The right to freedom from harassment and discrimination extends to all employees, facilitators, on-site staff, participants, and volunteers whether on site or participating in virtual activities. It is also unacceptable for members of a co-operative to engage in harassment and/or discrimination when promoting representing or promoting CYL.

This policy applies to every level of CYL and every aspect of the workplace, virtual or camp environment. This includes training, promotion, recruitment selection, and termination.

This policy prohibits harassment or discrimination based on the following grounds, and any combination of these grounds:

- Age
- Creed (Religion)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Gender identity

- Gender expression
- Family status
- Marital status (including same-sex or opposite-sex relationships)
- Disability (including mental, physical developmental or learning disabilities)
- Race
- Political beliefs
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour
- Record of offences
- Association or relationship with a person identified by one of the above grounds.
- Perception that one of the above grounds applies.

DEFINITIONS

The following behaviour is prohibited:

Discrimination:

Any form of unequal treatment based on the above stated grounds, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious form, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor that is a violation of this policy.

Harassment:

A course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on the grounds of harassment based on this policy. Harassment can occur based on any of the grounds of discrimination.

Examples of harassment include but are not limited to:

- Epithets, remarks, jokes, or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age or any other grounds.
- Posting or circulating offensive pictures, graffiti, or materials, whether in print form or via e-mail, social media, or other electronic means.
- Singling out a person for humiliating or demeaning "teasing" or jokes because of they are a member of a group protected by this policy.
- Comments ridiculing a person because of their characteristics that are related to the discrimination policy. (Examples: dress, speech, gender identity or creed)

Sexual and gender-based harassment:

Sexual harassment is a form of harassment that can include:

- Gender-related comments about a person's physical characteristics or mannerisms
- Paternalism based on gender which a person feels undermines his or her self-respect or position of responsibility.

- Unwelcome physical contact
- Suggestive or offensive remarks or innuendoes about participants, facilitators, on-site staff, volunteers, or employees of a specific gender
- Propositions of physical intimacy
- Gender-related verbal abuse, threats, or taunting
- Leering or inappropriate staring
- Intimidation, threat, or actual physical assault of a sexual nature
- Bragging about sexual prowess or questions or discussions about sexual activities
- Offensive jokes or comments of a sexual nature about a participant, facilitator, on-site staff, volunteers, or employees
- Rough and vulgar humour or language related to gender.
- Display of sexually offensive pictures, graffiti or other materials including through electronic means
- Demands for dates or sexual favours.

Sexual Solicitation:

This policy prohibits sexual solicitations or advances by any person who can grant or deny a benefit to the recipient of the solicitation or advance. This includes facilitators, on-site staff, and volunteers where one person can grant or deny a benefit to the other. Reprisals for rejecting such advances or solicitations are also not allowed.

Poisoned environment:

A poisoned environment is created by comments or conduct (including comments or conduct that are condoned or allowed to continue when brought to the attention of a facilitator, on-site staff, or volunteers) that create a discriminatory environment at camp or through virtual platforms. The comments or conduct need not be directed at a specific person, and may be from any person, regardless of position or status. A single comment or action, if sufficiently serious, may create a poisoned environment.

ROLES AND RESPONSIBILITIES

All persons present at The Ontario Co-operative Association are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint.

Facilitators, volunteers, and on-site staff have an additional responsibility to act immediately on any observations or allegations of harassment or discrimination. It is the responsibility of management to create an environment that is free from harassment or discrimination.

Reference and research used:

Ontario Co-operative Association policy
 The Making Box policy
 LaSalle College High School