

STATEMENT ON A HARASSMENT-FREE CONVENTION

We as delegates, agree that everyone here has equal value.

Harassment divides the union

Racism, sexism, and other forms of harassment pit groups of workers against one another and divide unions. Division undermines our struggle for social and economic justice.

Harassment hurts people

Racist, sexist, ethnic and homophobic remarks and graffiti create unease and stress among people. Victims of the remarks never know what other forms of harassment this will lead to.

When a joke is not a joke

Racial, ethnic, sexist and homophobic 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.

Equality and solidarity

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

***We declare this a harassment-free convention,
and encourage delegates to challenge issues,
not individuals.***

SFL CONSTITUTIONAL CONVENTION A HARASSMENT-FREE ZONE

1. The Saskatchewan Federation of Labour takes seriously its responsibility to ensure this Convention and all union functions are free of harassment. Discrimination and harassment are against the law and are in violation of the SFL and CLC constitutions and policies.
2. As a labour movement we stand proudly together when we claim that "An Injury To One Is An Injury To All"; when we sing "Solidarity Forever"; when we refer to one another as "Sister" or "Brother".
3. We must ensure our words are not empty, not defeated through any action which embarrasses, insults, humiliates or degrades. For that is what harassment is all about. It is an expression of power and superiority by the harasser(s) over another, because of race, colour, sex, sexual orientation, disability, age, marital status, political or religious affiliation or place of national origin.
4. Harassment stems from inequality, discrimination - both systemic and individual - and intolerance in our society.
5. Harassment may be verbal, physical, or psychological. It is unwelcome and unsolicited. It may be one incident or a series of incidents. It is coercive.
6. Harassment consists of any vexatious comment or conduct that is known, or should be known, to be unwelcome.
7. Harassment includes, but is not limited to:
 - unwelcome remarks, jokes, innuendos or taunts about a person's body, clothing, sex, sexuality, racial background, disability, age;
 - insulting gestures and practical jokes: for example, of a sexist, racist or homophobic nature;
 - displaying of pornographic, racist pictures, graffiti or material;
 - leering;
 - refusing to talk to, or work cooperatively with a person because of her or his sex, race, colour, sexuality, age...;
 - unnecessary physical contact, such as patting, touching, pinching;
 - sexual overtures;
 - sexual assault; and,
 - physical assault
8. Complaints of harassment at SFL events will be taken seriously and will be investigated immediately.

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9. If you believe you are being harassed, act immediately:
- 1) If possible, make it clear you do not welcome such behavior. You can do so either on your own, verbally or in writing, or with the assistance of another party.

Indicate that you will take further action if the behavior continues.

- 2) If the inappropriate behavior persists, approach one of the designated representatives who will investigate the matter.

IF, IN THE FIRST INSTANCE, YOU ARE UNCOMFORTABLE IN APPROACHING THE HARASSER BECAUSE OF THE IMPACT THE ACTION(S) HAVE ON YOU, THEN YOU MAY SPEAK TO ONE OF THE TABLE OFFICERS WHO WILL DIRECT YOU TO A DESIGNATED OMBUDSMUN.

10. The investigation of each incident will be handled confidentially and expeditiously, with particular sensitivity for the complainant.
11. The resolution would include, but not be limited to, apology, reprimand and possible expulsion. Additional action may be pursued in accordance with the SFL policies and legal channels.
12. Where substantial remedy is involved, the Officers of the SFL shall make the final decision. A written report will be provided to all parties involved, and shall remain with the SFL.
13. For this SFL Convention, if you have any issues, please speak to one of the Table Officers and they will direct you to one of the Ombudsmen () designated to deal with harassment complaints.
14. They can be reached through the Convention office during Convention hours.
All messages will be treated confidentially.
15. In the case of an emergency, call: Regina Sexual Assault Line
(306) 352-0434 (24 hours)