

April 17, 2024

SLNA Harassment Policy

The St. Lawrence Neighbourhood Association (SLNA) is committed to fostering an environment in which everyone is treated with respect and dignity. Harassment of any kind toward any person or group will not be tolerated from any person participating in or attending SLNA meetings and events – live, hybrid or virtual.

Harassment means engaging in a course of vexatious comment or conduct against someone that is known or ought reasonably to be known to be unwelcome, including sexual harassment.

- a. harassment may be based on one or more of the prohibited grounds of discrimination as defined by the Human Rights Code including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status, and disability;
- b. however, harassment does not need to be based on a prohibited ground to be a violation of this policy.

Sexual harassment means:

- a. engaging in a course of vexatious comment or conduct against someone because of sex (including pregnancy and breastfeeding), sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- c. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Reasonable action taken by the Association relating to the management and direction of meetings and events is not harassment.

Participants in Association meetings and events are encouraged to report any incidents of harassment to the Board of Directors [slna@slna.ca].

The Association will investigate and deal with all complaints or incidents of harassment in a fair, respectful and timely manner. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect individuals, to investigate the complaint or incident, to take corrective action or as otherwise required by law.

All participating community members, committee members, Delegates and Directors are expected to adhere to this policy, and will be held responsible by the Association for not following it. No individual will be penalized or disciplined for reporting an incident or for participating in an investigation involving harassment.

Approved by the SLNA Board of Directors, April 17, 2024