

## By-Law No. 1 - Schedule E

# Harassment and Violence Prevention Policy

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### Policy Statement

1. The Association is committed to providing a safe, healthy and supportive environment where its Members, Associate Members, their family and guests are treated with respect, fairness and sensitivity.
2. The Board will make every reasonable effort to identify all potential sources of risk of harassment or violence in order to eliminate or minimize them through the application of:
  - a. the Complaints Process (ref. By-Law Article 7.08); and
  - b. Remedies, Penalties and Sanctions (ref. By-Law Article 7.07) where warranted.Any type of harassment or violence towards Members, Associate Members, their families or guests is not tolerated.
3. Harassment or violence by a Member or Associate Member may result in the revoking of their membership.

### Definitions

4. *Harassment:*
  - The act of engaging in a course of vexatious comments or conduct against a Member, Associate Member, their family or guests that is known or ought reasonably to be known to be unwelcome.
5. *Violence:*
  - The exercise of physical force by a person against a Member, Associate Member, their family or guests that causes or could cause them physical injury; or
  - An attempt to exercise physical force against a Member, Associate Member, their family or guests that could cause them physical injury; or
  - A statement or behaviour that it is reasonable for a Member, Associate Member, family or guest to interpret as a threat to exercise physical force against them that could cause physical injury.

### The Board's Responsibilities

6. Enforce the complaints process in a fair, balanced and timely manner.
7. Investigate all harassment and violence complaints, and contact the police as required.
8. Debrief those involved directly or indirectly.

### The Members' Responsibilities

9. Understand and comply with this harassment and violence prevention policy.
10. Report all incidents or injuries of harassment or violence, or threats of harassment or violence to the Board of Directors immediately.
11. Seek support when confronted with harassment or violence, or threats of harassment or violence.
12. Contact the police immediately if required.
13. Make a written record of the event or events as soon as possible.

### Accountability

14. All parties are accountable for complying with this harassment and violence prevention policy.