



ONTARIO FEDERATION OF LABOUR CONVENTION 2017

Equality Statement

NOVEMBER 20 - 24, 2017
SHERATON CENTRE TORONTO HOTEL

The Ontario Federation of Labour is committed to providing a positive environment at all Federation activities and ensuring that all individuals are treated with respect and dignity.

Union solidarity is based on the belief that all peoples are equal and deserve respect. Words, actions or conduct which are racist, sexist, homophobic or transphobic divide us. Discrimination on the basis of disability, age, religion, language and ethnic origin also divides us. Mutual respect must be the basis of interaction among trade unionists in addition to cooperation and understanding. Any behaviour that embarrasses, humiliates, excludes or intimidates a fellow union member prevents us from working together and will not be tolerated nor condoned.

Harassment and/or bullying are 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: sex, race, age, creed, colour, marital status, sexual orientation, gender identity/expression, disability, political or religious affiliation or place of national origin. These are prohibited grounds under the Ontario Human Rights Code.

Harassment can be defined as any unwelcome action by any person whether verbal, psychological or physical, on a single or repeated basis which humiliates, insults or degrades. "Unwelcome" or "unwanted" in this context means any action which the harasser knows or ought to reasonably know is not desired by the victim of the harassment.

Bullying can be defined as unwanted conduct, comments, actions or gestures that affect a person's dignity, psychological or physical health and well-being. Bullying may result from the actions of one individual towards another, or from the behavior of a group. It is the abuse of perceived power that degrades, threatens and/or intimidates.

Trade union principles prohibit us from infringing on the human rights of others and oblige us to stand together to protect rights when others are attacked or victimized.

The OFL considers harassment and bullying of any kind a serious offence. Complaints of harassment at activities of the OFL will be investigated. A substantial complaint could result in the removal of the harasser from the event. A letter outlining the reasons for the removal will also be sent to the appropriate affiliate.

RESOLUTION AND COMPLAINT PROCEDURE

A person who believes that he or she is a victim of harassment or bullying on any grounds prohibited under the Human Rights Code should take immediate remedial action.

Make it clear that **you do not** welcome the attention or offensive behaviour, either on your own (verbally or in writing) or if you do not feel safe to do so via a third party. Warn him or her that if the behaviour continues, you will pursue the matter. (It may be that the individual is unaware that the behaviour is offensive).

If the inappropriate behaviour persists, approach one of the designated representatives and ask him or her to act on your behalf.

The designated representative (with or without the complainant present) will advise the OFL Staff of the problem.

The OFL Staff (or his/her designate) will separately interview the complainant and the alleged harasser (and witnesses if there are any). If the problem cannot be resolved informally, the complainant will be asked to put the complaint in writing.

The written complaint will then be submitted to a meeting of the OFL Staff and the OFL Officer in charge. The complaint will be evaluated and investigated. If it is determined that the respondent's conduct has fallen within the definition of harassment under the Human Rights Code, appropriate disciplinary action will be taken which includes, but is not limited to, an apology, reprimand and expulsion. The principal officers of affiliated unions to which the parties are members shall be advised of all particulars.

Please check (✓)

I have read and understand the Ontario Federation of Labour's Equality Statement and hereby certify that I, _____ (print name/names) of _____ (organization) agree to abide by the Ontario Federation of Labour's Equality Statement.

Dated this _____ day of _____, 2017.

Signature

Please sign, date, and return to:

Amalia Savva
Ontario Federation of Labour
202-15 Gervais Drive, Toronto, ON M3C 1Y8
By email: asavva@ofl.ca