

## PSAC STATEMENT ON HARASSMENT

Our union is made strong by members working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution confirms that every member, staff person and non-staff support people (e.g. technicians, interpreters, etc.) are entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members, staff, and non-staff support people are also entitled to be free from psychological harassment.

Content displayed or posted on the event platform, as well as any and all discussions on the platform, shall be respectful. Conflict, in and of itself, does not constitute harassment. Rather, harassment includes online bullying, content or language that is threatening, abusive, defamatory, obscene, indecent or objectionable on the event platform and on any other related electronic network. To be clear, content or discussion of a racist, sexist, ableist homophobic, transphobic, or otherwise discriminatory nature will not be tolerated or accepted. Content and discussion must not be offensive, graphically in tone or in nature.

Should you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation. Early and informal resolution processes are strongly encouraged. Whenever possible, members are expected to engage in a respectful dialogue to resolve the matter. The Anti-Harassment Resource Person is available to facilitate this discussion. If this conversation is neither successful nor possible, the appropriate process as outlined in harassment policies, guidelines, collective agreements, the Constitution and/or regulations will be fully and quickly engaged.

Harassment in all its forms, detracts from our common purpose and weakens our union. May each one of us treat each other with kindness, compassion, dignity, and respect.

