

# Statement of Harassment

The Regina & District Labour Council wants to provide a harassment free environment at all of its functions.

There are two principles that are fundamental to the trade union movement: Human Right and Solidarity – Harassment strikes at the heart of both. As trade unionists, we must work to protect each other's rights and not take them away.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort.

It is 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: Gender, Race, Age, Creed, Colour, Marital Status, Sexual Orientation, Disability, Political or Religious Affiliation or Place of National Origin.

HARASSMENT can be defined as any unwelcome action – whether verbal or physical – on a single or repeated basis, which humiliates, insults or degrades.

“Unwelcome” or “Unwanted” in this context means any actions which the harasser knows or ought reasonably to know are not desired by the victim of the harassment.

For the purpose of this statement, Racial and Sexual Harassment are defined as follows:

Racial Harassment is any unwanted comments, racist statements, slurs and jokes. Racist graffiti and literature including articles, pictures and posters.

Sexual harassment is any unwanted attention of a sexual nature such as remarks about appearance or personal life, offensive written or visual actions like graffiti or degrading pictures, physical contact of any kind or sexual demands.

Our goal as trade unionists must be to help create a harassment free environment. That means not only dealing with complaints when they arise but also watching for instances of harassment and confronting the source.

All of us as union members must challenge harassment whenever it occurs. We must ensure that the dignity of our brothers and sisters is not threatened by harassment.

