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## BC FERRY AND MARINE WORKERS' UNION

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### HARASSMENT POLICY

The BCFMWU wishes to provide a harassment-free environment during all BCFMWU activities and while conducting our day-to-day business.

Interaction between Trade Unionists must be based on mutual respect, cooperation, and understanding. Harassment creates feelings of uneasiness, humiliation, and discomfort.

The BCFMWU will neither tolerate nor condone any behaviour which is likely to undermine the dignity or self-esteem of an individual, or create an intimidating or offensive environment

For the purpose of the policy, harassment can be defined as any unwelcome action by any person whether verbal or physical, on a single or repeated basis, which ridicules, humiliates insults or degrades

*Unwelcome or unwanted* in this context means any action which the harasser knows or ought reasonably to know is not desired by the victim of the harassment.

The policy encompasses, but is not limited to, harassment around issues of race (i.e. comments, slurs and jokes), politics, religion, sexual orientation, physical or mental abilities as well as sexual harassment (unwanted attention of a sexual nature such as remarks about appearance or personal life, graffiti or degrading pictures, physical contact or sexual demands).

There are two principles that are fundamental to the trade union movement: human rights and solidarity. Harassment strikes at the heart of both. As unionists we must work to protect rights, not take them away

Trade Union principles prohibit us from infringing on the human rights of others and oblige us to stand with those whose rights are under attack in order to defend those rights for all of us.

The BCFMWU considers harassment of any kind a serious offense. Complaints of harassment should be reported to the Ranking Elected Officer at the activity where the harassment occurs to be investigated in a prompt manner. A substantiated complaint may result in the removal of the harasser from the event.

If the complaint of harassment arises out of any other union activity, the matter should be report to the Union Office.