



## **The Junction BIA Anti-Harassment, Bullying, and Violence Policy**

The Junction BIA Policy regarding Harassment, Bullying, Violence and Sexual Harassment confirms our commitment to safe and respectful workplaces and to provide an organization free of harassment including sexual harassment, discrimination, bullying and violence.

Harassment can take many forms including unwanted sexual attention, inappropriate jokes or texts, threats, and other unwelcome verbal, written, visual or physical communication or conduct.

Everyone has a responsibility to build safe and respectful workplaces.

Harassment, discrimination, bullying and violence can affect individuals at every level of the organization. Promoting increased gender equality and diversity is one way to break down barriers and reduce or eliminate these behaviours.

The principles espoused in this Policy are applicable to all work and work-related environments. These can include but are not limited to, the office, meetings, BIA events, festivals, awards, and business functions.

The Board of Directors and Staff of The Junction BIA will lead by example by upholding the highest standards of respect, encouraging the good-faith reporting of complaints concerning harassment, discrimination, bullying and violence and cooperating in the investigation of such complaints. The Junction BIA staff, board



members, members and non-member participants have the right to a safe environment when working for, or attending or participating in events, meetings or activities hosted or facilitated by the Junction BIA. Everyone is to be free from harassment, abuse or discrimination and, in particular, not to use threatening behaviour towards nor harass any member of Junction BIA staff or Junction BIA member, invitee, guest or other non-member participant.



In adhering to this Policy, the Board and the Staff of the Junction BIA agree to take the following steps as applicable to identify and address harassment including sexual harassment, discrimination, bullying and violence:

- Enact policies and procedures that maintain zero tolerance for harassment, discrimination, bullying and violence;
- Designate people in the BIA to receive complaints of harassment, discrimination, bullying and violence;
- Provide a timely process for the investigation and resolution of complaints;
- Implement proportional consequences for violations; and
- Protect from retaliation or reprisal those individuals who in good faith allege violations of anti-harassment, discrimination and violence policies and procedures.

The Board and Staff will ensure everyone in the workplace is aware of anti-harassment, discrimination and violence policies and procedures.

The Board and Staff agree to take all applicable steps to quickly address substantiated complaints of workplace harassment including sexual harassment, discrimination and violence. Such steps may include the following:

- Requiring remedial action such as counselling and/or training;
- Disciplinary action including restrictions, suspension or termination of employment and/or membership; or
- Legal action as per applicable laws including human rights legislation.



And to respect the right of The Junction BIA staff, board members, members and non-member participants to a safe environment when working for, or attending or participating in events, meetings or activities hosted or facilitated by, The Junction BIA, free from harassment, abuse or discrimination and, in particular, not to use threatening behaviour towards nor harass any member of The Junction BIA staff or members, invitees, guests or other non-member participants.