



## BC Federation of Labour Statement on Harassment

Solidarity is the foundation of the labour movement.

Any conduct which undermines that solidarity, undermines the dignity of our fellow members, and prevents us from achieving our goals.

Sexual harassment and harassment based on religion, race, sexual orientation or other grounds, contradict the words of equality and justice that we so often use in our resolutions and speeches.

As long as we tell sexist and racist jokes, or indulge in behaviour that degrades women, gays and lesbians, visible minorities or other groups, they will never be able to participate fully in the labour movement or claim their place as equals in our society.

Harassment can include comments, slurs and jokes about sex, race, religion, sexual orientation, disability, ethnic or national origin.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted physical contact or sexual demands.

If you experience harassment at any Federation event, don't feel you have to put up with it - let's try to resolve the problem.

Contact any Federation Director who will investigate and try to resolve the problem. Confidentiality will be respected throughout the process.

The purpose of this statement is to make it clear; **there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.**

We want our events to be harassment-free so they reflect the trust, cooperation and respect required for solidarity.