

Draft Policy for LUs and SCs in Canada

IBEW Local Union 2330 Policy Against Discrimination and Harassment

International Brotherhood of Electrical Workers Local Union 2330 is committed to maintaining an environment that is free of unlawful discrimination and harassment. In keeping with this commitment, IBEW Local Union 2330 will not tolerate discrimination or harassment of IBEW Local Union 2330 employees or members by any Local Union staff member, supervisor, co-worker, member, agent or vendor. This policy applies to all employees, agents and anyone else doing business for or with IBEW Local Union 2330. The policy applies to all IBEW Local Union 2330 activities, including union meetings and union social events. This policy does not apply to discrimination or harassment that occurs at an employer workplace and that does not involve an agent of the union. This policy is intended to help ensure IBEW Local Union 2330 meets its legal obligations under applicable law and does not create any contractual rights or expand any legal obligations.

Harassment is any behavior that a reasonable person should know would be unwelcome and that demeans, humiliates or embarrasses a person based upon a person's protected status. The Canadian Human Rights Act prohibits discrimination and harassment based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. The Human Rights Act, 2010 prohibits discrimination and harassment based on specific characteristics that the law prohibits against. Harassment can be verbal or physical and can include actions, comments or displays. It may be a single incident or repeated incidents. IBEW Local Union 2330 will not tolerate unlawful harassing conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance or membership rights or that creates an intimidating, hostile or offensive working environment.

Reporting Discrimination and Harassment: All IBEW Local Union 2330 employees, officers and agents are responsible to help ensure that we provide an environment free of discrimination and harassment and to that end are required to report and take steps to stop any discrimination or harassment whether a complaint has been filed or not. If you feel you have experienced or witnessed discrimination or harassment by any officer, employee, agent or vendor of the Local Union, you are to notify the Business Manager, President or an Executive Board Member. All discrimination and harassment complaints will be thoroughly and promptly investigated. All those involved and any additional witnesses will be interviewed to determine if discrimination or harassment has occurred. To the fullest extent practicable, IBEW Local Union 2330 will keep complaints and the terms of their resolution confidential and will keep the complainant informed concerning the complaint and its resolution. If an investigation confirms that harassment has occurred, IBEW Local Union 2330 will take corrective action, and if harassment was committed by a Local Union 2330 employee, the corrective action may include such discipline as is appropriate under the circumstances, up to and including immediate termination of employment.

Victims of discrimination and harassment may also file a discrimination charge with the Canadian Human Rights Commission against a federally regulated employer or with the provincial human rights agency. A discrimination charge must be filed with the Canadian Human Rights Commission within one year of the discriminatory act or the last act of harassment. In cases of physical or sexual assault, you may also contact local law enforcement authorities.

Non-Retaliation: IBEW Local Union 2330 strictly forbids retaliation against anyone for reporting discrimination or harassment, assisting in making a complaint or cooperating in an investigation. If a complainant believes retaliation has occurred, the retaliation must also be reported under the procedures set forth in this policy.

Anyone who deliberately and maliciously files a false complaint having no basis in fact will be subject to discipline up to and including the discharge of a union employee.

Employer Workplaces: Employers of IBEW Local Union 2330 members are responsible for ensuring that their workplaces are free of discrimination and harassment. Complaints concerning discrimination and harassment occurring at the workplace should be reported to the employer pursuant to its policies. IBEW Local Union 2330 employees, officers and agents are strictly prohibited from participating in any discrimination or harassment at any employer workplaces.

Prohibited Grounds of Discrimination & Limitation Periods

Canadian Human Rights Commission

race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered

Current limitation period: one year

Contact Information:

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