

**SASKCULTURE INC.
BOARD OF DIRECTORS POLICY**

Policy Name:	Harassment	Number: GP-19
Policy Type:	Governance Process	Date Approved: September 2001 Latest Revision: October 2007

SaskCulture provides an environment free from harassment where all people are treated with respect and fairness. This includes Directors, volunteers, staff, members and consumers of SaskCulture services.

1. Purpose

- 1.1. To encourage an understanding of harassment, recognizing that bullying, and abuse of power are forms of harassment
- 1.2. To create an awareness of the policy position and to take positive measures of prevention as well as effectively dealing with harassing behaviours
- 1.3. To provide an atmosphere which promotes equity and prohibits discriminatory practices as outlined in The Saskatchewan Human Rights Code
- 1.4. To enforce management and supervisory obligations to diligently and continuously take measures which promote a harassment free workplace and effectively respond to incidents which may occur

2. Statement

- 2.1. Harassment is a violation of human rights
- 2.2. Harassment of any nature negatively affects the well-being and productivity
- 2.3. Harassment poisons the environment of the workplace
- 2.4. Harassment is illegal under The Occupational Health and Safety Act and The Saskatchewan Human Rights Code

3. Definition of Harassment

Harassment is defined as any unwanted, uninvited comment or conduct of a personal or sexual nature that is known or ought to be reasonably known to be unwelcome. Due to the complexities and further boundaries of harassment it is acknowledged that harassment of any nature may be less than or exceed the boundaries of this definition.

The Saskatchewan Human Rights Code stipulates that individuals have the right to be free from discrimination and harassment on the following grounds:

- Religion ⁱ
- Creed
- Marital status
- Family status
- Sex ⁱⁱ
- Sexual orientation

- Disabilityⁱⁱⁱ
- Age
- Colour
- Ancestry
- Nationality
- Place of origin
- Race or perceived race
- Receipt of public assistance^{iv}
 - i “Religion” includes all aspects of religious observance and practice as well as beliefs*
 - ii “Sex” means gender and includes discrimination on the basis of pregnancy or pregnancy-related illnesses.*
 - iii “Disability” means any degree of physical disability, infirmity, malformation or disfigurement and includes: epilepsy, any degree of paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, physical reliance on a service animal, wheelchair or other remedial appliance or device.*
 - iv Means receipt of assistance under The Saskatchewan Assistance Act or The Saskatchewan Income Plan Act*

Types of behaviour that may constitute harassment on a prohibited ground include, but are not limited to:

- Racial or ethnic slurs
- Written or verbal abuse
- Threats or reprisals, or implied threats or reprisals
- Unwelcome sexual remarks, invitations or requests for sexual favors
- Abuse of authority
- Bullying
- Unwelcome remarks, jokes, taunts, suggestions about a person’s body, attire, age, marital status, etc
- Displays of pornographic, sexist, racist or other offensive or derogatory material (including graffiti or pictures)
- Practical jokes or humour that results in embarrassment, humiliation or insult
- Leering (suggestive staring) or other offensive gestures
- Physical or sexual assault (criminal offense)

NOTE: Lack of intent on the part of the harasser is not a defence. Impact of the behaviour on the recipient is of primary importance.

4. SaskCulture’s Responsibility

Everyone has a responsibility to ensure his/her work environment or area of service is free of harassment. Condoning inappropriate behaviour can have the effect of creating an intimidating, hostile, an offending or a poisoned (not free from harassment) environment. SaskCulture’s responsibility is to ensure that its Directors, volunteers, staff, membership and consumers do not harass others nor allows them to be harassed. All instances of harassment should be reported.

5. Harassment Process

SaskCulture will have a process in place for handling all harassment issues.