

STATEMENT ON HARASSMENT

Our union is made strong by working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. We can neither condone nor tolerate behaviour which undermines the full and equal participation of all in our union's activities meetings, courses, conferences, and conventions.

Under the Union of Health and Environment Workers' By-Laws and Regulations, every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Any member who harasses another member is in violation of the PSAC Constitution and is subject to discipline.

Harassment is any behaviour that is offensive to an individual, endangers the individual's well-being, or jeopardizes their participation in union functions.

Harassment in all its forms, detracts from our common purpose and weakens our union. Let each one of us, as we work together on the important task at hand, treat each other with dignity and respect.