



COPE 225 Anti harassment policy

Revised and adopted on January 28, 2025

COPE 225, believes that every member has the right to a safe and respectful environment, free from any form of harassment or discrimination. Every COPE 225 member is entitled to be free from discrimination and harassment, 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. Harassment in any and all forms will not be tolerated.

Harassment can be defined as any unwelcome or unwanted action by any person, whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades. There are two principles that are fundamental to our Union: Human Rights and Solidarity.

COPE 225 considers harassment of any kind, a serious offence.

We are committed to promoting a union culture that values inclusivity, dignity, and equality. All union members, representatives, and employees are expected to contribute to a positive environment and to uphold our shared values of respect and mutual support. Mutual respect must be the basis of interaction at all COPE 225 functions and activities including meetings, courses, conferences and conventions.

If any member experiences or witnesses harassment, we encourage immediate reporting to a COPE 225 representative. We are committed to taking timely and appropriate action, including mediation, investigation, and disciplinary measures, when necessary, to ensure that all concerns are addressed effectively. Complaints of harassment at any COPE 225 function will be investigated and handled with confidentiality. A contravention of COPE Ontario Policy on harassment could result in the removal of the harasser(s) from the event.

Together, we stand united against harassment, fostering a safer, more supportive workplace for all.