



CODES OF CONDUCT

ANTI-RACISM POLICY

CODE OF ETHICAL CONDUCT

CODE OF SAFETY AND RESPECT

CONFLICT OF INTEREST GUIDELINES

PRIVACY POLICY

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This document compiles several Manitoba NDP policy documents that govern expectations and rules for person, interpersonal, group, and organizational behaviour and conduct of our members, officials, and elected members. The policies included in this document are listed below:

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The Manitoba NDP Constitution is the ultimate governance document of the Party and defines and codifies the rules regarding party membership, Provincial Convention, Provincial Council, Provincial Executive, leadership selection, candidate selection, discipline, and other general matters related to the Party. The Constitution is debated, ratified, and amended by our members at Party Conventions.

Detailed policies on specific matters are adopted by Provincial Council under Article 13, Section 2 of the Constitution, Provincial Executive under Article 10, Section 2 of the Constitution, and the Election Planning Committee under Article 10, Section 8 of the Constitution must be consistent with the general provisions of the Constitution and are equally binding.

The Provincial Secretary, acting on behalf of Provincial Executive, is responsible for ensuring that the rules that govern our Party are followed and that Party policies are enforced. Any questions related to the Codes of Conduct can be sent to:

Manitoba NDP Provincial Office
Attn: Provincial Secretary
878 Portage Avenue, Winnipeg MB, R3G 0P1
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ANTI-RACISM POLICY

As ratified by Provincial Council, June 2021

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PURPOSE AND BACKGROUND

Purpose

Anti-racism is the active opposition to racism through advocacy for political, economic, and social change targeted at confronting and addressing racism everywhere it is present. An anti-racist asserts that people from all racial groups are equal, and that other racial groups are not in need of development. They accept others as they are and for who they are. They are willing to take steps to address racist beliefs and actions in the world around them, in the organizations they belong to, and within themselves.

The purpose of this Policy is to orient the Manitoba NDP as an explicitly anti-racist organization. To that end, this Policy defines key terms and responsibilities, establishes procedures for reporting and disrupting racism, and codifies our shared commitment to fostering an environment of safety and inclusion for all our members.

This Policy applies to everyone in our Party, from rank-and-file Members through Party Leadership.

This Policy supplements and informs the **Code of Safety and Respect** (found within the **Codes of Conduct**) that outlines the Manitoba NDP's process for dealing interpersonal and institutional conflict within our Party.

This is a living policy document that is subject to revision and update as required. This Policy is also subject to systematic review every three years.

Background

The Manitoba NDP has a history of supporting policies and legislation that further the causes of racial, social, and economic justice. We have often been a place where otherwise marginalized peoples could find a political voice and platform in our province. We are a political party that strives for equality and aspire to

have our Constitution, policies, practices, and training reflect this aspiration.

But merely not being racist isn't enough: we need to be anti-racist. We have not always gotten things right, we have not always been as inclusive as we should have been, and we have not always taken steps to address or root out racism where it has existed. We have an obligation as the progressive political Party in our Province and as a grassroots movement of activists to define and address the multiple forms of racism that exist within our Party and set out the procedures for reporting and disrupting racism.

The Manitoba NDP should be the political home to people of all backgrounds and we should be leaders in making a society based on cooperation, equity, and access to opportunity. Only when we are committed as a Party to the important and essential work of anti-racism can we be part of the solution to the systemic and interpersonal racism in our society that serves to oppress and suppress the lives and livelihood of Black, Indigenous, and Persons of Colour.

The Manitoba NDP Provincial Council at its regular meeting on September 12, 2020 passed the following motion:

That, in order to address structural racism and oppression and to align Party policy with the principles of anti-racism, the Manitoba NDP will develop an Anti-Racism Policy in consultation with the Members of Colour Committee, Multicultural Committee, Aboriginal Talking Circle, and the Black, Indigenous and People of Colour (BIPOC) members of Caucus.

To respond to this direction from Council, an Anti-Racism Working Group was struck to take on the core work of developing a policy in consultation with the Membership. The Anti-Racism Working Group, supported by the Provincial Secretary, consisted of:

- Kim Milne, Aboriginal Talking Circle Chair
- Derek Dabee, Multicultural Committee Chair
- Mohamed Alli, Members of Colour Committee Chair
- Julius Chester, MYND Co-Chair
- Lorene Mahoney

A working draft policy was prepared in the fall of 2020 and circulated to Provincial Council and all Constituency Associations for feedback. Based on this feedback, a new draft was prepared and provided to interested Members, Caucus, and subject-matter experts. A report on the Working Group's activities was presented to Convention in February 2021. A final draft was proposed to Provincial Council in March 2021 for ratification at the June 2021 Provincial Council meeting.

The intention of the Working Group is that this policy be a living document, updated and improved as needed.

DEFINITIONS

BIPOC

An initialism referring to individuals who are Black, Indigenous, and Persons of Colour. This nomenclature is currently the preferred language in the discourse, but it is recognized that better/more inclusive language may become available.

Discrimination

Failing to individually assess the unique merits, capacities and circumstances of a person and instead making stereotypical assumptions based on a person's presumed traits having the impact of excluding persons, denying benefits, and or imposing burdens.

Treating someone unfairly by either imposing a burden on them or denying them a privilege, benefit or opportunity enjoyed by other.

Intersectionality

Refers to the ways that racism, racial discrimination, harassment, and vilification are frequently linked/shaped/informed by other elements such as sex, gender, sexuality, class, economic status, ability, etc.

Members

Refers to Members in good standing of the New Democratic Party of Manitoba, as defined by the Manitoba NDP Constitution.

Microaggression

A subtle form of prejudice. Rather than an overt declaration of racism, a microaggression often takes the shape of an offhanded comment, an inadvertently painful joke, a pointed insult, or other such action/comment. Microaggressions can also take the form of so-called 'dog-whistling' or coded language, where the meaning of a statement or action may appear harmless, but the true meaning is clear to an intended audience.

Party Leadership

Refers to the Manitoba NDP Provincial Executive. Additional individuals in Party Leadership roles include Members of the Legislative Assembly, Committee Chairs, Constituency Association Presidents, and staff.

Race

Race is an idea that has been created and accepted by society and it exists because people think that it exists. Race is a socio-historical and social construct that impacts human and social interactions and system, but has no scientific basis as method of categorization. Race is one of the fundamental components of descriptive systems of difference in society, along with sex/gender, class, ability, and sexuality. At its inception, 'race' was defined as a natural or biological difference, indicated by physical features such as

skin colour, hair texture, and other bodily features. The creation of race as a key system of classification occurring during European imperial and colonial domination as a means to justify hierarchies of humanity.

Racial Discrimination

Racial discrimination occurs both interpersonally and institutionally. It can be the result of overt intentional actions and/or inactions and as a by-product of systems and structures. Racial discrimination as a form of harassment can manifest as:

- Differential treatment of an individual because of race, colour, nationality, religious expression, or ethnic origin;
- An action or policy which has an adverse impact on an individual because of their race, colour, nationality, or ethnic origin;
- Use of stereotyped images or language (including jokes and anecdotes) which suggest that all or most members of a racial or ethnic group are the same, thereby denying their individuality as persons, when such conduct has the purpose to affect or substantially or unreasonably interfere with a Member's participation with the Party or create an intimidating, hostile, or offensive environment;
- or
- Patterned behaviour of microaggressions.

Experiences of racial discrimination, harassment and vilification can be affected by its intersection with other elements of identity such as sex-gender, sexuality, disability, economic condition and age.

Racial Equity

Refers to the systematic fair treatment of all people resulting in equitable opportunities and outcomes for everyone. It contrasts with formal equality where people are treated the same without regard for racial differences, as it recognizes the impacts that the socio-historical and social construct of race has on the lived reality of people.

Racism

Racism is the different treatment of various human racial groups by a dominant racial group rooted in the belief of the superiority of one group over another. Racism takes many forms, some of which include symbolic, embodied, psychological, institutional/systemic, socio-religious, everyday, and interpersonal.

Racism in Manitoba is often the living legacy of colonization or imperialism.

Both individual people and institutional policies can be racist.

PROCEDURE

The Manitoba NDP is committed to taking necessary steps to ensure that no Member of our Party is subjected to racism, racial discrimination, racial vilification, and racial harassment as a result of our Party institutions/structures, at Party events, and among interpersonal interactions with other Members. The Manitoba NDP strives to provide an environment which is free of racism, sexism, discrimination and bias, where all individuals are treated with respect and dignity.

The Manitoba NDP will follow a model of disruption, education, and remediation to address racism. As Members and as a Party, we are responsible to disrupt racism and racist incidents as they occur (if it is safe to do so). The Party has an obligation to educate Members about racism, and to authorize and support remedial measures when they are required. We want to build our movement as a safe and inclusive Party for all peoples, and demonstrate that meaningful change can happen.

I. Addressing Interpersonal Racism

Interpersonal Racism arises between individual Members or groups of Members and may occur as a single incident, or a pattern of behaviour. Interpersonal Racism is always a violation of our Code of Safety and Respect.

Examples of Interpersonal Racism

Examples of Interpersonal Racism include, but are not limited to, the following actions which the person experiencing them believes are based on perceived race, colour, nationality, ethnicity, ethno-religious (e.g. anti-Semitism or Islamophobia), or national origin of an individual or group:

- Racial stereotyping or racial profiling
- Subjecting an individual to racially or ethnically offensive remarks, names, slurs, racial epithets, or jokes
- Singling out an individual for teasing or jokes related to race, ancestry, place of origin, or ethnic origin
- Circulating racially offensive jokes, pictures, or cartoons by email/social media
- Comments ridiculing individuals because of race-related characteristics, religious dress, etc.
- Characterizing normal communication and physical attributes from Indigenous, Black, and Members of colour as rude or aggressive
- Treating normal differences of opinion as confrontational or insubordinate when involved with Black, Indigenous, and Members of Colour.
- Racist graffiti
- Using a racial epithet
- Disparaging an individual based on their race

- Attributing the same characteristic(s) to all members of a group, regardless of individual differences
- Contrasting how a Black, Indigenous or Person of Colour was treated with how others were treated in a comparable situation.
- A non-existent contradictory or changing explanation for why a Black, Indigenous or Person of Colour was targeted.
- Subtle or indirect instances of racism (microaggressions).
- Inappropriate cultural appropriation.
- Subjecting a Black person, Indigenous person, or Person of Colour to threatening gestures, verbal abuse, belittling, insulting, ridiculing, or yelling or speaking in a sarcastic manner in public or private.
- Belief in the inherent superiority of one racial group over another, through actions or criticism conducted in public.
- Exclusion from formal or informal networks or opportunities, and neglecting or leaving out Black, Indigenous, or Person of Colour Members from communications
- Committing an act of physical abuse or violence of any kind
- Making unwelcome sexual comments, jokes, innuendos, or taunting remarks.
- Subjecting an individual to inappropriate references to racist organizations.
- Failing to deal with racial incidents or downplaying the seriousness of such conduct, for example statements like ‘that was not their intent’.

Reporting Procedure

Section III of the Code of Safety and Respect governs reporting procedures for improper behavior, including interpersonal racism as defined above. When Interpersonal Racism is reported, in addition to the provisions of the Code, the Safe Persons Committee must consider these multiple factors when making recommendations for remediation:

- Input from the impacted person(s) who experienced racism
- The circumstances of the incident(s)
- The seriousness of the behaviour
- The frequency or duration of the behaviour
- Any other mitigating factor the Committee deems relevant

Remedies

In addition to the remedies contemplated by the Code, the following list of remedial measures may also be considered by the Safe Persons Committee:

- Attendance at educational sessions on antiracism with evidence of reflective learning

- A restorative justice-based approach to mediation when all parties are willing
- Prohibited or restricted access to Party events or meetings
- Disciplinary consequences, as authorized by the Constitution
- Recommend a review of practices/policies/structures for institutional/structural racism.
- Reporting to legal authorities if the actions represent a potential violation of the Canadian Criminal Code

II. Addressing Institutional/Structural Racism

Institutional/Structural Racism exists when systems, policies, and procedures are designed or imposed without consideration to matters of race and intersectionality. It can also exist when unconscious biases or assumptions inform decision-making. Unlike Interpersonal Racism, Institutional/Structural Racism does not need to have a specific perpetrator to occur, but nevertheless causes real harm to Members who are Black, Indigenous or Person of Colour.

Examples of Structural/Institutional Racism

Examples of Structural/Institutional Racism include, but are not limited to, the following institutional responses that disproportionately impact individuals or groups of people based on race, colour, nationality, ethnicity, ethno-religious (e.g. anti-Semitism or Islamophobia), or national origin of an individual or group:

- Failure to address racial incidents or downplaying the seriousness of racially-motivated negative conduct.
- Treating an Indigenous, Black, or Persons of Colours' responses to racial incidents or bullying as a disciplinary problem without dealing with the underlying incident or considering the underlying incident as a mitigating factor
- Differential disciplinary action for BIPOC individuals
- Penalizing a person for failing to get along with another Member, when one of the reasons for the tension is racially discriminatory attitudes or behaviour
- Denial of mentoring, training, employment, or other development opportunity and training that were made available to others.
- Subjecting a Black, Indigenous or Person of Colour to excessive performance monitoring and documentation, or deviation from written policies or standard practices
- Treating differences of opinions or failures to get along with other Members as more serious when a Black, Indigenous or Person of Colour is involved
- Disproportionate blame for an incident or singling out a BIPOC individual for arbitrary punitive treatment
- Failing to plan for religious or spiritual practices or observances other than Christian holidays.

- Patterned exclusion from networks or opportunities, thereby providing advantages to the racial majority while disadvantaging others

Incident-Based Reporting and Review Procedure

As above, Section III of the Code of Safety and Respect governs reporting procedures for improper behavior, and many instances of Structural/Institutional racism will be uncovered as part of a review of a matter arising out of an incident of Interpersonal Racism. If, in the course of their review, the Safe Persons Committee identifies that Institutional/Structural Racism was a contributing or primary factor in the incident, they must report on this matter to Provincial Executive in addition to their regular reporting requirements.

On receiving a report from the Safe Persons Committee on Structural/Institutional Racism, Provincial Executive must undertake a review of the circumstances and all relevant policies, practices, and training to propose amendments and remedies to avoid future occurrences. The results of any such review should be communicated to the Safe Persons Committee, and the Safe Persons Committee may opt to share these results with the original complainant through the Safe Person assigned to the matter.

Institutional Review

Institutional/Structural Racism can exist as structural to an organizations policies and practices, without any specific racist incident. Provincial Executive is responsible to ensure that all new policies, practices, and training is developed with due consideration for anti-racism and intersectionality, and to similarly review existing policies, practices, and training. Executive will direct changes where possible, and submit proposals to Provincial Council for approval when necessary. If any Member believes that a Party policy, practice, or training requires changes in order to better comply with the principles of anti-racism, they may provide a written submission to Provincial Executive for review.

Executive will be aided and supported in the work of reviewing policies, practices, and training by an Anti-Racism Working Group, and through consultation with subject-matter experts if necessary.

SOURCES & RESOURCES

The following sources were consulted while developing this policy:

- Building a Foundation for Change: Canada's Anti-Racism Strategy 2019-2022, *Government of Canada*, 2019
- CCR Anti-Racism Policy, *Canadian Council for Refugees*, November 1996.
- Disruption of All Forms of Racism, *University of Manitoba: Rady Faculty of Health Policy*, August 25, 2020
- Educate Yourself, *Black Lives Matter, Canada*, <<https://blacklivesmatters.carrd.co/#educate>>, Accessed February 2021
- Fact Sheets, *Manitoba Human Rights Commission*, <<http://www.manitobahumanrights.ca/v1/education-resources/resources/fact-sheets.html>>, Accessed February 2021
- Racial Equity Tools – Glossary, *Racial Equity Tools* <<https://www.racialequitytools.org/glossary>>, Accessed November, 2020
- Microaggression, <https://www.psychologytoday.com/ca/basics/microaggression>
- Ontario Public Service Anti-Racism Policy: An Overview, *The, Province of Ontario*, February 2018

CODE OF ETHICAL CONDUCT

In 2000, all of Manitoba's registered political parties agreed to develop a common code of ethical conduct with the goal of fostering confidence in the integrity and fairness of the electoral process. The following code was developed through consensus with the political parties.

Purpose

The Shared Code of Ethical Conduct sets out guiding principles and specific practices that establish the framework for ethical conduct expected of participants in the political process.

The Shared Code of Ethical Conduct is founded on a deep and enduring respect for the democratic process and compliance with election laws that codify the rules for elections and campaigning. Ethical conduct in the political process embraces fundamental democratic principles including the right to vote, the secret ballot, accessibility to voting, the right to be a candidate, organization of political parties, the independent administration of elections, freedom from intimidation in the exercise of democratic rights, honesty and truthfulness in political campaigning, and transparent and accurate public disclosure of political finances.

All political participants accept the responsibility to act in such a manner as to maintain and enhance public confidence in the integrity of the political process. This Code will assist the public in assessing the ethical conduct of political participants.

Application

This Code applies to all political parties and independent candidates that have declared an intention to adhere to its guiding principles and rules of conduct. The Code applies to all elected representatives, candidates, persons seeking to become candidates, constituency associations, office-holders, staff, party members, volunteers associated with the political party, and principal vendors and suppliers (hereinafter referred to as "Members") whenever they are acting as participants in the electoral process.

Party leaders and candidates undertake to actively promote compliance with this Code and, to the extent that it is reasonable and practicable, party leaders and candidates are expected to exercise authority over other Members to ensure the spirit and letter of the Code are applied.

This Code is not intended in any way to replace or limit the ethical standards of conduct expected of Members by their own political parties, personal ethical standards held by individual members, or otherwise applicable legal or professional standards which are not specifically referred to in this document.

This Code may be modified by consensus of the political parties that have declared an intention to adhere to the Code.

Nothing in this document alters the responsibility of all political parties and Members to promptly report any illegal activities to the appropriate authority. Suspected violations of The Elections Act or The Election

Financing Act are to be reported to the Chief Electoral Officer.

Guiding Principles

All Members subscribe to the principles of free and fair elections, will respect electoral laws, strive to maintain public confidence in the electoral process, and will uphold the democratic rights of Manitobans.

Knowledge and Adherence

Political parties shall make the Code available to their Members.

Members shall respect and adhere to the principles and rules of conduct set out in this Code and actively promote adherence to the Code on the part of other Members.

Respect for the Law

Members shall maintain and promote respect for Manitoba's election laws. This involves complying with both the letter and spirit of the provisions of all election laws and regulations, including the administrative, regulatory and offence provisions of The Elections Act and The Election Financing Act.

Members shall maintain and assist in maintaining the fair and proper administration of the vote, and the secrecy of the vote.

Integrity

Members shall conduct themselves in a way that upholds the integrity of, and the public's respect for, the electoral system.

Members shall make every effort to ensure that their conduct is above reproach. This means that they should not engage in conduct which could be regarded as unfair or unacceptable by reasonable, fair-minded and informed persons.

Cooperation

Members shall co-operate with election officials who are charged with the responsibility to conduct elections and administer campaign finance laws, and shall not interfere with election officials in the performance of their duties.

Members shall co-operate in responding completely and accurately to any inquiries or investigations undertaken by Elections Manitoba pursuant to Manitoba's electoral legislation.

Diligence

Members shall apply the Code with diligence, skill, and reasonable promptness.

Rules of Conduct

Members shall conduct themselves in a manner that respects the rights and legitimate democratic interests of all citizens, voters, political parties and Members, including Members of other political parties, and shall avoid behaviour that is likely to bring the electoral system into disrepute.

Public Statements

Members shall strive at all times to make public statements that are accurate and shall not make public statements that are defamatory with respect to another Member, leader, or any candidate of another political party, or another political party generally.

Members shall not make statements that they know to be untrue in their criticism of the platform, policy statements, positions, or otherwise of other political parties or the candidates of other political parties.

Members shall not knowingly make false statements about poll results, nor authorize interpretations of poll results that are inconsistent with the data available.

Advertising and Campaigning

Political parties and Members, in their advertising, campaigns and promotional material, shall strive at all times to make statements that are accurate and to avoid statements that are misleading or deceptive.

Members shall not sponsor advertising nor issue other promotional materials, such as pamphlets, brochures, handbills, newsletters, electronic messages, signs or posters, that make defamatory references to another Member, leader, or any candidate of another political party, or another political party generally.

Members shall not sponsor advertising or other promotional material containing language or other visual representation that promotes hatred toward any individual or group.

Members shall not obstruct campaigning nor deface, destroy, prevent or obstruct the distribution of advertising or other promotional material of other political parties and rival candidates, nor shall such conduct on the part of other Members be encouraged, condoned or permitted.

Fundraising Practices

Members shall not improperly pressure or corruptly induce prospective contributors to make contributions to any political party, candidate or constituency association by any direct or indirect threat or promise.

Public Disclosure

Registered parties, candidates, constituency associations and Members required to publicly disclose political contributions and election spending shall do so according to The Election Financing Act and in a manner which fairly, honestly and transparently discloses all financial activities.

Political parties, candidates, constituency associations and Members shall not enter into transactions or engage in accounting practices whose purpose is to alter the actual amount of election expenses incurred, avoid disclosure of actual or original contributors, or to improperly obtain the benefits of publicly funded tax credits or election expense reimbursement for themselves or for other Members.

Improper Influence of the Vote

Members of one political party shall not offer or give anything of value, including but not limited to financial, organizational or administrative assistance, to another political party or candidate for a corrupt purpose.

Members shall not, directly or indirectly through another person, offer or give anything of value to a voter

for the purpose of corruptly procuring the voter's support.

Implementing the Code

This Code of Conduct contains a set of expectations and commitments freely entered into by political parties. Political parties commit to the importance of designating a specific authority for receiving complaints and an internal process, including sanctions, for implementing the Code. The Code will be self-regulated with good common sense and in good faith.

Party Review Process

Each political party shall designate an authority to receive and review complaints made against the political party and its Members.

Each political party shall create and make known a process by which complaints may be brought before the designated authority and a process by which matters will be reviewed and decided.

Responsibility to Report

All political parties and Members subscribe to the necessity and importance of reporting breaches of this Code and will do so in a prompt and diligent manner.

If the conduct of a political party or a Member would be likely to bring into question the integrity of the political party, or any of its Members, or the electoral process generally, it shall be reported to the designated authority within the political party.

Members will not make false, frivolous or vexatious complaints.

Sanctions

If it is determined by the designated authority within the political party that a complaint is well-founded, and the conduct in question is such that it would be likely to bring into disrepute the integrity of the political party, its Members or the electoral system in general, the political party shall repudiate the unethical conduct and may take any other action it feels is necessary.

If it is suspected by the designated authority that a breach of the law may have occurred, the matter shall be referred to the appropriate authority for investigation.



CODE OF SAFETY AND RESPECT

The Code of Safety and Respect was developed through a consultation process led by the Status of Women Committee and ratified by Provincial Council in February 2019.

Amendments to the Code were adopted by Provincial Council in January 2023.

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OUR COMMITMENT

We are — and we stand for — an inclusive, diverse political party that provides all members with opportunities to thrive, contribute and be heard.

We all need to be leaders in our community. Leadership is about doing what’s right. Doing the right thing should always come before political consideration.

It starts with us. We must model the type of society we want to see, a society that values social justice and equity and the right of everyone to live free of harassment, free of discrimination.

We want to live in a society where a culture of consent informs all relationships in our Party.

We commit to ensuring that any complainant who comes forward to begin a process will not face any reprisals.

We will always recognize each other’s humanity. There’s no excuse for toxic behaviour.

In light of historical wrongs against victims of harassment, particularly women, non-binary and marginalized people, the wellbeing and consent of complainants and victims should be paramount.

Processes put in place should seek to make amends for victims. Through recognizing trauma, we must promote healing.

Actively trying to hide, cover-up or suppress allegations is equally as wrong as committing actions that are

deemed inappropriate.

If the safety of the complainant is ensured, a rehabilitation process that advances the healing of both sides should be an important principle in charting a path forward.

Individual actions are influenced by the systems and culture that make up our party structures, procedures, and processes.

These are the expressions of the values we stand for in our party principles, that these principles are as important and apparent in how we conduct ourselves as are the policies we recommend for public policy.

This policy must seek to prevent harassment and bullying at all levels of the party, not just address it after the fact. When violations of the policy are not addressed that becomes the culture of the party and creates a negative feedback loop of abuses of power. Abuses of power not only impact individuals but the party as a whole, cause division, and discourage people from participating in party politics.

OUR POLICY

I. DEFINITIONS

Abuse of power: The act of using one's position of power in an abusive way. This can take many forms, such as taking advantage of someone, gaining access to information that shouldn't be accessible to the public, or just manipulating someone with the ability to punish them if they don't comply.

Bullying: may involve: severe, repeated conduct that adversely affects a person's psychological or physical well-being; behaviour that could reasonably cause a person to be humiliated or intimidated; a single occurrence of it is shown to have a lasting, harmful effect. May also include online bullying, and cyber bullying.

Complainant: the individual bringing forward a complaint of a breach of policy.

Confidentiality: protecting the identity of a complainant or alleged harasser, including not disclosing any circumstances related to a complaint, to anyone, except as necessary to investigate the complaint or take action related to the complaint, or as required by law.

Consent: an informed, knowing, and voluntary decision on the part of the complainant to engage in a process or to release information or to make a private or public statement. Consent is active, not passive, tacit or silent. It is the responsibility of the Safe Person or Safe Persons Committee to make sure they have consent from any other person(s) involved before proceeding in any process. Consent can be revoked at any time, and cannot be assumed from previous consent to similar activities. Where possible, consent must be confirmed at every step of the process.

Cover-up: an attempt to dissuade a person from reporting allegations, discourage the dissemination of knowledge and policy, interfere with the dissemination of an allegation or a finding, or fail to adequately deal with an allegation.

Discrimination: failing to individually assess the unique merits, capacities and circumstances of a person and instead, making stereotypical assumptions based on a person's presumed traits having the impact of excluding persons, denying benefits or imposing burdens.

Harassment: defined as inappropriate conduct by a person that is made on the basis of:

- Race, creed, religion, colour
- Sex, sexual orientation, gender-determined characteristics, gender identity
- Marital status, family status, socioeconomic status
- Source of income, education level
- Political belief, political association, political activity
- Disability, physical size or weight
- Age, nationality, ancestry or place of origin.

Harassment may be written, verbal, physical, a gesture or display, or any combination of these. It may happen only once, but often happens repeatedly.

Intimidation: when a person in a position of power or status exerts their influence to manipulate a subordinate, humiliate them, bully them or impose unwanted sexual advances on them.

Lateral violence: refers to displaced violence directed against one's peers rather than adversaries.

Oppression: a form of injustice that occurs when one social group is subordinated while another is privileged, and oppression is maintained by a variety of different mechanisms including social norms, stereotypes and institutional rules.

Respectful interaction: behaviour that values diversity and inclusion, dignity of the person, courteous conduct, fairness and equality, positive communication and collaboration.

Respondent: the person alleged to have acted inappropriately.

Safe Persons Committee: the Party Executive will designate a committee of 12 people that includes representation from each geographic region of the Party and MYND, at least 50% of whom identify as women. These persons will be a point of contact for all individuals who require support of any level for a term of two years.

Sexual harassment: is a range of actions that involve the harassment of a person with words and actions that are sexual in nature. Actions may include unwelcome sexual advances, requests for sexual favours, verbal or physical harassment of a sexual nature, or the creation of a hostile environment. Sexual harassment often involves bullying or coercion.

The unwanted behaviour may be physical, verbal, written or electronic. It may include one or more of the following:

- whistling, staring, making sexual comments;
- demands for sexual favours in return for the promise of a reward or a threat of punishment;
- unwelcome remarks or jokes about one's gender or sexuality;

- displaying disrespectful or rude materials such as pictures, cartoons or other printed materials

Sexual harassment can take place at home, online, in meetings, or in public.

Sexual misconduct: is a range of unwanted and unwelcome behaviours including harassment, violence and sexual assault.

Social bullying: Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes leaving someone out on purpose, telling other people not to be friends with someone, spreading rumors about someone, embarrassing someone in public.

Structural violence: refers to systematic ways in which social structures harm or otherwise disadvantage individuals.

Violation: any behaviour or action that constitutes disrespectful behaviour as outlined in part II of policy.

Threat: an intention or statement of intention to inflict pain, injury, damage, or other hostile action on someone in retribution for something done or not done.

II. APPLICATION OF POLICY

The policy is intended to prevent abuses of power and encourage an environment of trust and mutual respect; regardless of age, race, gender, socio-economic status, education, religious, or political views.

There is zero tolerance for any violation of this policy. This policy prohibits disrespectful behaviours including, but not limited to:

- aggressive or patronizing behaviour;
- belittling or dismissive behaviour;
- covering up or exhibiting covert behaviour (inappropriately withholding information, undermining, underhandedness) or concealing misconduct by yourself or another person;
- discrimination(s) as defined under The Human Rights Code;
- embarrassing or humiliating behaviour;
- grouping or isolating;
- inappropriate jokes or cartoons, including racist, sexist, or ethnic slurs;
- intimidation;
- isolation as punishment;
- lateral violence;
- offensive or inappropriate remarks, gestures, material or behaviour;
- oppression;
- reprimanding in front of others;
- sexual harassment;
- spreading harmful gossip or rumours;
- unwanted physical contact;
- yelling.

The process allows complainants to come forward freely even if the alleged respondent is a politician, someone with high public standing, or someone in a position of power. Complainants should not be dissuaded from reporting and will be supported throughout the process.

This policy applies to all New Democratic Party members and staff, including elected individuals and volunteers.

It also applies to contractors hired to work on behalf of any of the parties above and includes all the activities of these individuals at party events and beyond.

A deliberately false allegation, made for vindictive or hurtful reasons, is considered a breach of policy.

Anyone who retaliates, in any way, against a Safe Person or Party Officials following up on a complaint, a person who has complained of harassment, given evidence in a harassment investigation, or been found guilty of harassment, will themselves be considered to have committed harassment.

Designated Safe Persons

Designated Safe Persons are members that have volunteered to help create safe and respectful spaces in our Party. They will be trained to understand this policy, to identify breaches of policy including any that may rise to the level of criminality, and to direct complainants to support services in the community, should they require.

Responsibilities of Safe Persons include:

- ensuring that this policy is applied in a timely, consistent and confidential manner;
- determining whether or not allegations of bullying or harassment are substantiated;
- determining what corrective action is appropriate where a harassment complaint has been substantiated;
- being available to all NDP members as a Safe Person to approach;
- describing the reporting process to the complainant;
- accompanying the complainant throughout the process if desired;
- if the complainant wishes, act as liaison between the complainant and the respondent, relaying findings of any investigations to both parties;
- reporting to the appropriate authority any allegations that may rise to the level of criminality.

III. PROCESS

System in Place

An electronic version of the Code of Safety and Respect is accessible to all members. The following are the steps of how to make a complaint and who to contact as well as their designated Safe Person.

Note: In cases reported where issues or situations pose a serious threat to health and safety of those concerned and may include criminal allegations they must be reported to the Party President, Provincial Secretary, and law enforcement.

If at any time during this process a participant in this process acts in an aggressive, harassing, or unsafe manner toward a Safe Person or Party Official, or if a participant in this process acts in bad faith to undermine the process, that member may no longer be allowed to participate in the process and these actions may be reported to the Executive for possible disciplinary consequences.

What to do

If you are a complainant, you may:

1. If you feel safe: approach the person who made you feel uncomfortable and/or you believe they are in breach of this policy to explain how their behaviour has affected you and ask that the behaviour stops. This may give the other person an opportunity to change their actions.
2. If you are unable to resolve the issue or are not comfortable speaking to the person, make contact with the designated Safe Persons.
3. If you are unsure of the process: talk to a designated Safe Person. They know the process as prescribed in the policy and can help you with it.
4. The complainant must give consent to initiate the process as outlined in this policy.
5. If you have witnessed behaviour believed to be contrary to this policy: speak with the perceived perpetrator and/or potential complainant, if you feel safe, and inform them of the code and processes.

With consent of the complainant, the Safe Person will:

1. Approach the respondent to obtain facts and try to resolve the issue.
2. If it remains unresolved and a breach appears to have been identified, a report to the Safe Persons Committee for mediated resolution or formal investigation. Necessary actions to ensure the wellbeing of the complainant should be taken. Concerns can be reported verbally or in writing.

Peer to Peer Resolution

1. If you feel safe: approach the person who made you feel uncomfortable and/or you believe they are in breach of this policy to explain how their behaviour has affected you and ask that the behaviour stops. This may give the other person an opportunity to change their actions.
2. If you are unable to resolve the issue or are not comfortable speaking to the person, make contact with the designated Safe Persons.
3. If you are unsure of the process: talk to a designated Safe Person. They know the process as prescribed in the policy and can help you with it

Mediated Resolution Process

The Safe Person to whom the issue is reported will:

1. Determine if the allegations merit an informal resolution;
2. If the complainant provides consent, take steps to resolve the matter in a swift and confidential manner;
3. Document, in writing, all steps taken to resolve the issue;
4. All documentation, shall be provided to the Safe Committee and provided to the provincial secretary for safe keeping and ultimately destroyed (Period to be determined)
5. Resolution reached between the parties may look like:
 - Discussion between parties, facilitated by Safe Person;
 - Mediation;
 - Education;
 - Apology or amends.

If a resolution can't be reached or where allegations are denied or discipline is likely; a formal investigation may be required

Formal Investigation

A formal investigation must be conducted fairly and thoroughly with adequate opportunity for the complainant and respondent at each step to address the complaint.

A formal investigation shall be carried out in confidence by the Safe Committee and includes:

- interviewing the complainant;
- interviewing witnesses;
- meeting with the respondent to present allegations in sufficient detail to allow for a complete response and receive their response;
- determining the facts.

Both the complainant and the accused may be accompanied by one person of their choosing during the investigation process.

In the case a formal investigation is complete, and if the respondent is found to have breached the policy, the Safe committee shall provide the information to the Provincial Party Executive.

The executive has the right to take disciplinary action, up to and including revoking membership. In accordance with the New Democratic Party of Manitoba Constitution, revocation of an individual's party membership will only occur on the written submission by two party members to the Provincial Executive, which can include the complainant and the Safe Person.

In circumstances that involve NDP caucus members, the Party Leader has the right to take disciplinary action, up to and including dismissal from caucus.

Following an investigation, the Party President will advise the complainant, respondent, and Safe Person of the results in writing while respecting privacy.

Resolution Practices

Timeliness

In all investigative processes, time is of the essence. Investigations should be conducted and findings reported as soon as reasonably possible. Complainant and respondent must be notified of any significant delay and the reasons for the delay.

Following a resolution of a reported issue, the complainant will be contacted to ensure that the situation remains resolved.

Confidentiality

To keep all persons safe throughout the process of a complaint, confidentiality must be maintained to the highest standard possible. All information related to a complaint or investigation will be kept in confidence by the Provincial Secretary or designate.

Disclosure of personal and confidential information can have long-lasting, negative implications for all involved, especially the victim. To build and maintain trust in this policy and process, the utmost care must be taken with all information.

The complainant has the right to use a Safe Person or anyone else as a liaison.

The Safe Committee and anyone involved will not disclose the name of the complainant, respondent, or details of the circumstances to any person except where necessary to investigate, take corrective action, or is required by law.

Reprisal

There should be no reprisal for anyone who in good faith makes a complaint or participates in this process. Reprisal is an actual or threatened harmful act.

Rights

This policy is not intended to discourage or prevent a member from exercising any legal right, including

contacting the police, the Manitoba Labour Board, the Manitoba Human Rights Commission, or the Legislative Assembly.

IV. BEST PRACTICES

The intent of this policy is to encourage prevention of abuses of power and create a culture of consent in the NDP. Changing organizational culture requires shared values that support collaboration and party structures and procedures that encourage sharing power.

Where this policy fails to address a specific behaviour or situation, all members should practice courtesy and respect. This includes, but is not limited to:

- being respectful of racial, gender and identity sensitivities;
- listening to discussions, ensuring other members feel their voice is heard while refraining from interrupting;
- committing to a healthy, supportive environment that provides mentorship and encouragement to all members;
- actively recruiting a diverse membership that allows for different perspectives;
- being responsible for your own behaviour and being mindful of your impact on others, whether intentional or not;
- refraining from gossiping.

Personal Space

- respecting the personal space boundaries of others. Everyday invasion of personal space can include getting too close for no reason, intentionally brushing up against a person, or cornering someone.
- ensuring that when engaging in friendly behaviour (such as hugging or high-fiving), you are aware of other's personal boundaries.

Respectful Language and Positive Environments

- avoiding behaviour that creates unnecessary stress in the environment. This can include behaviour that is not directed at an individual or group but negatively affects general communication and productivity, such as acting confrontational, yelling or hitting things;
- actively listening to each other and making sure others are allowed the space to make their opinions feel heard;
- being mindful of not speaking in a condescending fashion towards anyone else, inferring that the other person is not as knowledgeable on an issue or other disrespectful remarks
- refraining from harmful gossip and being mindful of privacy.

APPENDIX I: STATEMENT OF SAFETY AND RESPECT

Our Commitment

We are — and we stand for — an inclusive, diverse political party that provides all members with opportunities to thrive, contribute and be heard.

We all need to be leaders in our community. Leadership is about doing what's right. Doing the right thing should always come before political consideration.

It starts with us. We must model the type of society we want to see, a society that values social justice and equity and the right of everyone to live free of harassment, free of discrimination.

We want to live in a society where a culture of consent informs interactions in all relationships in our Party.

The Policy

The New Democratic Party of Manitoba is committed to ensuring that all party activities be conducted in an environment that is free from harassment, bullying and/or discrimination and that all members treat each other with respect and dignity.

The Conduct

Harassment, bullying, or discrimination, including sexual harassment, is an expression of perceived power or superiority by one person over another.

These actions occur when a comment or action occurs that is known or ought to have been known to be unwelcome or offensive. These actions can be based on many grounds including but not limited to sex, race age, political belief, ancestry, colour, family status, sexual orientation, gender specification, physical or mental disability, education level, socioeconomic status, religious affiliation, or place of origin.

The Remedy

If a persons or person feel they have been subjected to bullying, harassment, or discrimination, the information should be reported immediately to the designated Safe Persons.

With consent of the complainant, the Safe Person will;

1. Approach the respondent to obtain facts and try to resolve the issue.
2. If mediation fails to resolve the issue, or a breach of the Code of Safety and Respect appears to have been identified, a formal report will be made to the Safe Committee for mediated resolution or formal investigation. Necessary actions to ensure the wellbeing of the complaint should be taken. Concerns can be reported verbally or in writing.

The Committee will review the information and seek input from persons with a direct interest in the complaint. After hearing the matter, the committee will fashion a remedy that could include, but is not limited to, recommending appropriate sanctions. If the complaint is determined to be unfounded, the complaint will be dismissed.

The Provincial Executive and Provincial Party President will strike a committee of no less than three and no more than five Provincial Executive members to hear, approve, or change the Safe Committee's findings and recommendations.

APPENDIX II: PROCEDURES OF THE SAFE PERSONS COMMITTEE

As adopted by the Safe Persons Committee in December 2022 to supplement to the Code of Safety and Respect

1. Committee Membership Roles and Responsibilities:
 - i. Chairperson (1) – responsible for assigning complaints to Investigators, getting updates on current complaints, reporting to Executive, and calling meetings of the Committee when necessary.
 - ii. Party Meeting Safe Persons (3) – responsible for being the designated Safe Person at Council, Convention, and any other Party meeting where a Safe Person is needed.
 - iii. Investigators (5) – responsible for following up on and investigating complaints made under the Code and reporting to the Chair.
 - iv. Advisors (3) – responsible for supporting the other members of the Committee by providing advice to the Chair, meeting with Safe Persons and Investigators as needed, and meeting with the Committee as a whole to discuss other matters.
2. Individual Complaints Process
 - i. When a complaint is received by the Chair of the Committee, they Chair will assign that complaint to an Investigator for review.
 - ii. The Investigator will then conduct their review with support from the Chair and any Advisors as needed. On completion of their review, the Investigator will provide their findings to the Chair for their review.
 - iii. The Chair will then determine whether the conclusions of the Investigator’s review will be presented to the complainant/respondent for information or mediated resolution, presented to the Safe Persons Committee as a whole for review, or forwarded to Provincial Executive for potential disciplinary or other action. The Chair is responsible for making the final determination on this matter.
3. Training and Resources
 - i. Members of the Safe Persons Committee be brought together annually for training on the Code and the Anti-Racism Policy, as well as skills training to support their volunteer work in the party.
 - ii. Additionally, a process chart visually outlining how a complaint is to be dealt with be created to assist both the Committee and participants in the process.

CONFLICT OF INTEREST GUIDELINES

These Guidelines were developed in addition to the Code of Ethical Conduct to ensure our Members and Officials are held to the highest standards. It was previously included in the Code of Ethics as ratified in 1999.

I. PRINCIPLES

1. The NDP and the CCF have had a tradition of upholding the highest standards of integrity when in public office. No lesser standard should apply to the internal affairs of the Party.
2. Contested nomination meetings and elections for Party office shall be run fairly and in accordance with guidelines established in advance and consistently enforced. All Party officials and employees responsible for supervising a contested election or nomination meeting shall be entirely impartial.
3. Party officials who also hold public office or government appointments must maintain a distinction between their responsibility as public employees or officials and as Party members. The independence of the Party organization from the caucus and government must be respected and preserved.
4. Contracts for the supply of goods or services to the Party shall be awarded, wherever feasible, through an open tendering or application process except as established by any collective agreement between the Manitoba NDP and any union certified to represent its employees.

II. RULES

1. A conflict of interest arises where it may be reasonable to believe that a Party official might be influenced in making a decision by some personal relationship, interest or duty not related to the official's position in the Party.
2. Every Party official shall avoid conflict of interest in the conduct of Party affairs.
3. Where an official becomes involved in a conflict of interest, the official shall:
 - a) disclose the conflict to the Executive or the committee of which the official is a member as soon as possible and in any event no later than the first meeting after the conflict is identified;
 - b) withdraw from any meeting while the matter giving rise to the conflict is under discussion and refrain from voting on the matter or attempting to influence the decision in any way.
4. The minutes of any meeting at which a conflict is disclosed shall record the official's disclosure of interest, the nature of the conflict, her or his withdrawal from the meeting and the fact that she/he took no part in the discussion or decision. These minutes shall be disclosed at the next Provincial Council following the meeting. Where no minutes are kept of a meeting, the conflict shall be dis-

closed in a written report to Provincial Council.

5. Circumstances, which may give rise to a conflict of interest include, but are not limited to:
 - a) a decision which may result in receipt of a financial benefit from the Party, except for reimbursement of expenses incurred in the performance of the official's duties, by the official or any member of the official's immediate family;
 - b) the employment of the official as part of the staff of the provincial NDP caucus or the leader of the caucus, where the official is called on to participate in a decision which directly affects any member of the caucus;
 - c) the employment of the official as part of the staff of any elected member of the NDP where the official is called on to participate in a decision which directly affects that member;
 - d) a decision affecting a candidate in any contested campaign for a nomination or office within the Party where the candidate is a member of the official's immediate family or the official has worked or is working on behalf of the candidate or has contributed money to the candidate in the campaign in question;
 - e) membership on the boards of other organizations which may be affected by the decision under consideration by the Party;
 - f) other interests arising out of employment, professional or business relationships outside the Party.
6. Nothing in these guidelines shall prevent a Party official or a member of the official's immediate family from entering into business or employment relations with the Party provided that these guidelines are observed.
7. For purposes of these guidelines, Party Officials are:
 - a) members of the Provincial Executive;
 - b) members of committees of the Provincial Executive;
 - c) non-union employees of the Party;
 - d) candidates and elected officials at the federal and provincial, levels who have been nominated or officially endorsed by the Party;
 - e) chairs of standing committees of Provincial Council;
 - f) members of the provincial election planning committees and;
 - g) to the extent that they perform functions in the provincial Party, Manitoba members of Federal Council.
8. The official's immediate family consists of the official's spouse (including any person with whom the official is living in a conjugal relation outside marriage), unless they are living separate and apart, and

the parents and children of the official and her/his spouse.

9. Financial benefits shall include employment by or contracts for sale of goods to the Party and include benefits received directly by the official or a member of the official's immediate family or indirectly as a substantial shareholder of a corporation or member of a partnership.
10. Provincial Executive shall take appropriate action to deal with any violation of these guidelines. Any Party member who is aggrieved by a decision of the Executive or by the failure of the Executive to take action may appeal to the Provincial Council.
11. A copy of these guidelines shall be distributed once a year to every member of Provincial Council and be provided to any member of the Party on request.



PRIVACY POLICY

This policy was approved by Provincial Executive in July 2019 to ensure the Party's online activities were transparent to users of the Party website.

Introduction

Welcome to mbndp.ca, the website of the Manitoba NDP. This Privacy Policy explains what information of yours will be collected by the Party when you use our online services, how the information will be used, and how you can control the collection, correction and/or deletion of information. We will not use or share your information with anyone except as described in this Privacy Policy. This Privacy Policy does not apply to information we collect by other means (including offline) or from other sources.

Information We Collect

User-Provided Information: You may provide us information about yourself, such as your name and e-mail address, if you email or contact us, donate, sign up to volunteer, or “follow,” “like,” or link your account to mbndp.ca on a third party website or network.

Third Party Services

The Manitoba NDP uses the NationBuilder platform to organize our community of members, supporters and prospects. When you visit mbndp.ca, NationBuilder may send one or more cookies - a small text file containing a string of alphanumeric characters - to your computer that uniquely identifies your browser and lets NationBuilder help you log in faster and enhance your navigation through mbndp.ca. A cookie does not collect personal information about you. A persistent cookie remains on your hard drive after you close your browser. Persistent cookies may be used by your browser on subsequent visits to the site. Persistent cookies can be removed by following your web browser's directions. A session cookie is temporary and disappears after you close your browser. You can reset your web browser to refuse all cookies or to indicate when a cookie is being sent. However, some features of mbndp.ca may not function properly if the ability to accept cookies is disabled. You can read more about NationBuilder and its privacy policy at nationbuilder.com/privacy.

The Manitoba NDP's digital payment processor is managed through NationBuilder on a Stripe platform. Their privacy policies can be found online at their respective websites.

How We Use Your Information

We use the personal information you submit to operate, maintain, and provide to you the features and functionality of mbndp.ca.

By providing the campaign your email address (including by “following,” “liking,” linking your account to mbndp.ca, etc., on a third party website or network), you consent to our using the email address to send you mbndp.ca and Manitoba NDP related notices, including any notices required by law, in lieu of communication by postal mail. If you do not want to receive such email messages, you may opt out on the unsub-

scribe page. The Manitoba NDP may retain and continue to use indefinitely all information (including user content) contained in your communications to other users or posted to public or semi-public areas of MBNDP.ca after termination or deactivation of your account.

How We Share Your Information

Personally Identifiable Information: The Manitoba NDP will not rent or sell your personally identifiable information to others. The Manitoba NDP may share your personally identifiable information with third parties for the purpose of providing mbndp.ca services to you. If we do this, such third parties' use of your information will be bound by this Privacy Policy. We may store personal information in locations outside the direct control of the Manitoba NDP (for instance, on servers or databases co-located with hosting providers).

Except as otherwise described in this Privacy Policy, the Manitoba NDP will not disclose personal information to any third party unless required to do so by law or subpoena or if we believe that such action is necessary to (a) conform to the law, comply with legal process served on us or our affiliates, or investigate, prevent, or take action regarding suspected or actual illegal activities; (b) to enforce this policy, take precautions against liability, to investigate and defend ourselves against any third-party claims or allegations, to assist government enforcement agencies, or to protect the security or integrity of our site; and (c) to exercise or protect the rights, property, or personal safety of mbndp.ca, our users or others.

How We Protect Your Information

The Manitoba NDP cares about the integrity and security of your personal information. We cannot, however, ensure or warrant the security of any information you transmit to the campaign or guarantee that your information on the service may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards. Your privacy may also be affected by changes to the functionality of third-party providers, such as social networks. The campaign is not responsible for the functionality or security measures of any third party.

Compromise of Personal Information

In the event that personal information is compromised as a result of a breach of security, the Manitoba NDP will promptly notify those persons whose personal information has been compromised, in accordance with the notification procedures set forth in this Privacy Policy, or as otherwise required by applicable law.

Children's Privacy

Protecting the privacy of young children is especially important. For that reason, the campaign does not knowingly collect or solicit personal information from anyone under the age of 13. If you are under 13, please do not send any information about yourself to us, including your name, address, telephone number, or email address. No one under age 13 is allowed to provide any personal information to mbndp.ca. In the event that we learn that we have collected personal information from a child under age 13 without verification of parental consent, we will delete that information as quickly as possible. If you believe that

we might have any information from or about a child under 13, please contact us at info@mbndp.ca

Links to Other Web Sites

We are not responsible for the practices employed by websites linked to or from mbndp.ca, nor the information or content contained therein. Please remember that when you use a link to go from mbndp.ca to another website, our Privacy Policy is no longer in effect. Your browsing and interaction on any other website, including those that have a link on our website, is subject to that website's own rules and policies. Please read over those rules and policies before proceeding.

Notification Procedures

It is our policy to provide notifications, whether such notifications are required by law or are for marketing or other business related purposes, to you via email notice, written or hard copy notice, or through conspicuous posting of such notice on mbndp.ca, as determined by the Manitoba NDP in its sole discretion. We reserve the right to determine the form and means of providing notifications to you, provided that you may opt out of certain means of notification as described in this Privacy Policy.

Changes to Our Privacy Policy

If we change our privacy policies and procedures, we will post those changes on mbndp.ca to keep you aware of what information we collect, how we use it and under what circumstances we may disclose it. Changes to this Privacy Policy are effective when they are posted on this page.

If you have any questions about this Privacy Policy, the practices of this site, or your dealings with this website, please contact us at info@mbndp.ca, or send mail to:

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