

Island Mountain Ramblers Code of Conduct: Harassment Policy

Adopted: March 15, 2020

Preamble:

Club membership has increased over the past few years and this growth introduces a diversity of membership consistent with the diversity present in broader Canadian society. This diversity is a welcome addition to the Club and will strengthen our social connections, create opportunities for personal learning through shared experiences, and strengthen the Club through deeper personal connections by fostering an atmosphere of inclusion and equality.

With any growth comes change and the Executive feels it is time to publish a Club policy with respect to potential interpersonal conflict and harassment.

It is the intention of the Club to affirm the rights of individuals to participation free of harassment and discrimination and outlines expectations around conduct and dispute resolution.

Harassment:

Harassment is a form of discrimination prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada. In its more extreme forms, harassment, in particular, sexual harassment, can be an offence under Canada's Criminal Code.

Harassment refers to conduct which the perpetrator knew or ought reasonably to have known would be unwelcome. Harassment can take many forms but generally involves conduct, comment, or display that is insulting, demeaning, intimidating, humiliating, hurtful, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons.

Policy:

The Island Mountain Ramblers is committed to providing activities free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identification, marital status, family status, or disability.

While participating in Club activities and/or representing the Club, all Members are expected to conduct themselves in a manner that is consistent with civility and free of actions, statements, and displays that could be construed as harassing or as harassment.

This policy applies to all executives, officers, volunteer leaders, members and guests of the club.

Actions and Recourse:

Should a member witness harassment, they should raise the concern as respectfully and privately as possible with the harasser. Let them know the behaviour is unwelcome, offensive and contrary to the Island Mountain Ramblers' policy. If this effort at intervention is unsuccessful, seek assistance from the trip leader with the understanding that the trip leader may not be equipped to deal with the harassment. In the event that intervention is unsuccessful, report the incident to the Club Executive. The Executive will consider the situation, employ reasonable effort to prevent it from recurring, and if necessary, resort to section 3.2.3 of the Club Constitution, "Expulsion of Members".