

Anti-harassment Policy

1. The University of Western Ontario Faculty Association takes seriously its responsibility to ensure all UWOFA functions are free of harassment and discrimination. UWOFA upholds the rights of members to participate fully in the functions of the organization in an atmosphere of mutual respect, cooperation, inclusiveness and understanding. Any conduct that undermines these rights also undermines the purposes and goals of our organization.
2. Discrimination, harassment or disrespectful conduct will not be tolerated at any UWOFA events. Harassment is any behaviour that demeans, intimidates, or humiliates a person, and that a reasonable person should know would be unwelcome. It includes actions, exclusion, comments or displays.
3. It is recognized that our members may disagree with one another and that a member may argue passionately for a position that some other members find unpopular, insulting or even distasteful. Such disagreements are not considered as harassment unless in supporting a position a member acts in a way that violates the fundamental rights (as defined herein) and integrity of another member or an identifiable group of individuals.
4. It is recognized that there is a Non-Discrimination and Harassment Article in our Collective Agreement(s) that governs the everyday actions of our Members. This article is also understood to govern our actions at UWOFA events and activities. Furthermore, Members may consult the University's policies on Non-Discrimination and Harassment and Sexual Harassment.

Approved
Board – December 2, 2004
General Meeting – February 9, 2005