



STATEMENT ON HARASSMENT AT BCFED EVENTS

This statement on harassment applies to all BC Federation of Labour (“BCFED” “Federation”) events, including standing committee meetings, events, conferences, conventions and other events – whether in person or online.

The statement can also be found on our website at: [BCFED Statement on Harassment](#).

Solidarity is the foundation of the labour movement.

Any conduct which undermines that solidarity, undermines the dignity of our fellow members, and prevents us from achieving our goals.

Sexual harassment and harassment based on religion, race, sexual orientation, gender identity or other grounds, contradict the words of equality and justice that we so often use in our resolutions and speeches.

The BCFED will not tolerate any sexist or racist jokes or behaviour that degrades women, 2SLGBTQIA+* people, IBPOC** people or any other groups.

Harassment can include comments, slurs and jokes based on any identity listed as prohibited grounds in the *BC Human Rights Code*.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted contact or sexual demands.

If you experience harassment at any Federation event, meeting, or conference, do not feel you have to put up with it — let us try to resolve the problem. There is a simple process to follow.

Every BCFED event has a key contact person(s) to help enforce this statement.

For standing committee meetings or working groups, these are the committee co-chairs. BCFED staff supporting the meeting may also intervene in support of this statement.

For conferences or conventions: contact the Ombudsperson appointed for the duration of the event. Ombudspersons will be identified for every BCFED event. At convention, you can contact them by approaching any Federation staff member or BCFED Officer.

The contact person will investigate and try to resolve the problem. They may take any action required to stop the harassment and may ask that the harasser be removed from the event.

Confidentiality will be respected throughout the process.

The purpose of this statement is to make it clear — there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.

*2SLGBTQIA+: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus

**IBPOC: Indigenous, Black and People of Colour

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