

NOVA SCOTIA NDP ANTI-HARASSMENT POLICY

Adopted: Provincial Council May 23rd, 2020



1. Policy Statement

The Nova Scotia New Democratic Party (the “NSNDP”) is committed to promoting a harassment free environment at all Party activities.

Mutual respect must be the basis of interaction among New Democrats in addition to cooperation and understanding. We will neither tolerate nor condone behaviours that are likely to undermine the dignity of an individual or a group, or to create an intimidating, hostile, or offensive environment.

The intention of this updated Policy and enhanced procedures is to:

- promote the safety and security of all persons covered by this policy;
- to take measures to prevent harassment from taking place within the NSNDP; and
- to outline how the NSNDP will act upon incidents and complaints of harassment.

2. Scope

This Policy applies to all members, staff, and volunteers of the NSNDP during their participation in all formally organized NSNDP events, including:

- Training Workshops;
- Provincial Council Meetings;
- Conventions;
- Provincial Executive Meetings;
- Table Officers Meetings;
- Electoral District Association Executive Meetings;
- General Meetings;
- Annual General Meetings;
- Election Campaign offices and activities;
- Nomination Campaigns and Nomination Meetings;
- Party Committee Meetings (not limited to Standing Committees);
- any other ad hoc meetings or events formally convened by the NSNDP for official Party purposes.

This Policy also applies to all members, staff, and volunteers of the NSNDP outside of NSNDP events, if they are communicating in the course of discharging NSNDP duties or otherwise communicating for a purpose relating to the NSNDP or the interpersonal relationship has a nexus with the individuals' involvement with the NSNDP. This includes, but is not limited to, private communications via telephone, text message, email and social media.

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3. Definitions

In this Policy:

“harassment” means: Engaging in a course of comment or conduct that is known or ought reasonably to be known to be unwelcome.

Examples include but are not limited to:

- Name-calling, jokes, and innuendos or behaviours that demean, humiliate, or intimidate;
- Unwelcome physical closeness;
- Unwanted touching, advances, or leering; or
- Sexually suggestive comments or gestures.

Harassment is particularly problematic where it is based on the complainant's sex, sexual orientation, gender identity or gender expression, race, ethnicity, age, religious affiliation, because they are differently abled and/or have a disability, or any other analogous ground.

Harassment is not a joke. It creates feelings of uneasiness, humiliation, and discomfort. Often, it is an expression of perceived power and superiority by the harasser(s) over another person or group.

“person” means a person to whom this Policy applies as set out in the Scope.

4. Preventing Harassment

It is the mutual responsibility of all members, staff, and volunteers of the NSNDP to ensure that we promote a harassment-free political party.

The NSNDP's Commitment

The NSNDP commits to being a harassment-free organization. This includes:

- a. making members, staff and volunteers of the NSNDP aware of this Policy;
- b. investigating reports of harassment promptly and fairly; and
- c. identifying and implementing appropriate corrective measures to address incidents of harassment.



Duties of all members, staff, and volunteers of the NSNDP

All persons are required to ensure their behaviour does not violate this policy and to foster an environment that is based on respect and is free from harassment.

If any person becomes aware of harassment which is covered by this Policy, the person should:

- a. speak with the complainant to see if they would like to be supported in addressing the harassment informally with the respondent;
- b. if the matter is of a serious nature and/or it could harm the complainant and/or the NSNDP, the person should report the existence of such harassment to the NSNDP's Anti-Harassment Officer and/or Provincial Secretary;
- c. assist in the investigation of the matter as required; and
- d. maintain the confidentiality of the process by not discussing the matter with persons except as required in the investigation of the matter.

5. Procedure for Resolving and Investigating and Harassment Incidents

and Complaints Informal Procedure

If a person believes they are being harassed in a context covered by this Policy, the first thing to do is to tell the alleged harasser to stop as soon as possible.

This can be done either by the member being harassed on their own (verbally or in writing), or with the assistance of a third party. You can also report the incident(s) to the Rules and Privileges Committee, to request assistance in the initial, informal process.

It helps to keep a written record of any incident(s) of harassment. This includes when the harassment started, what happened, whether there were any witnesses and what the response was.

Formal Procedure

If the incident or complaint of harassment falling within the scope of this Policy cannot be resolved informally, if it is too serious to be handled on an informal basis, or if the person who believes they are being harassed does not feel comfortable and safe resolving the situation informally, the person may bring a formal complaint under Article 7 of the Constitution.



6. What to do if you are asked to stop your behaviour or if you are accused of harassment

If someone asks you to stop behaviours which could reasonably constitute violence or harassment under this policy, consider their request seriously. Even if you did not have ill intent, your behaviour could be perceived as harassment by another person. People come from different backgrounds and have different experiences, and even though your behaviour may seem acceptable to you, it may be upsetting to another person. This could be a learning opportunity for you. Remember to keep an open mind and check your privilege and perspective.

Making a Complaint

If you wish to make an official complaint of harassment to the Rules and Privileges Committee, please email the complaint to:

complaints@nsndp.ca

You can also call the Provincial Office to find out more information:

902-423-9217