

Human Rights and Harassment Prevention

Staff of the Non-Public Funds, Canadian Forces' primary goal regarding human rights, harassment prevention and discrimination is the elimination of behaviours that threaten the morale and welfare of employees and the cohesion and efficiency of the organization. Staff of the Non-Public Funds, Canadian Forces provides a work environment that is supportive of productivity and the personal goals, dignity and respect of every employee. Staff of the Non-Public Funds, Canadian Forces believes that harassment and discriminatory behaviour are harmful to everyone and the well being of the organization.

Employees will be treated fairly at work, in an environment free of harassment.

What is Discrimination in Employment?

Under the Canadian Human Rights Act it is against the law to discriminate on the basis of race, colour, age, sex, national or ethnic origin, religion, marital status, family status, disability, sexual orientation and pardoned criminal convictions.

What is Harassment?

Harassment is any improper behaviour by an individual that is directed at, and offensive to, another individual, and which the person knew or ought reasonably to have known would be unwelcome. It comprises objectionable conduct, remarks, gestures and displays - made on either a one time or continuous basis - that demeans, belittles, or causes personal humiliation or embarrassment to an individual.

Not Considered Harassment

- Appropriate direction or discipline carried out by supervisors or managers;
- Occasional disagreements or personality conflicts;
- Performance counselling and annual assessments.

How to Stop Harassment

You have a right to complain if discrimination or harassment is happening to you. Whatever action you choose to take, be prepared to describe in detail what happened. These are some of your options:

Informal Complaint:

- Tell the person that their behaviour is unwelcome and ask them to stop. Ask for help from your supervisor, your manager or the Human Resources Manager.
- Discuss with the Human Rights and Harassment Prevention Advisor to examine your options to find a solution. This could involve self-help, mediation or filing a formal complaint.

Formal Complaint:

- All written complaints should be filed with the Human Rights and Harassment Prevention Advisor.