

The Leaside Garden Society Code of Conduct and Equality policy.

A guiding principal of the LGS is that everyone is entitled to be treated with courtesy and respect at all times. All members of LGS are required to adhere to this principal as outlined in the Code of Conduct and Equality Policy:

Code of Conduct Policy

Leaside Garden Society meetings are open to all but, in accordance with Ontario Ministry of Agriculture Food and Rural Affairs (OMAFRA) regulations, all voting members must be no less than 18 years old.

The Society does not tolerate any form of discrimination, harassment, abuse or bullying based on any criteria including race, age, gender, sexual identity or orientation, religion, literacy level, political affiliation or differences in ability. The Society endeavours to ensure that activities are accessible to all.

Disciplinary Action

The person who believes they have been treated in violation of the policy is encouraged to tell the offending party that their behaviour is inappropriate.

If he or she is not comfortable confronting the offender, or this does not lead to a satisfactory solution, they should take the matter to a member of the board who will themselves address the issue with the alleged offender.

Should this not lead to a satisfactory resolution, they will bring the matter to a special meeting of the board. Should it be that the alleged offender is a member of the board, that person will be asked to exclude themselves from the meeting. The board will decide what action should be taken, and will communicate their recommendations to both parties.

Any subsequent actions will be determined on a case by case basis by the board in consultation with the District 5 directors and if necessary the OHA board.

Definitions:

Discrimination:

Is an action or a decision that treats a person or a group badly for reasons such as their race, age, gender, sexual identity or orientation, religion, literacy level, political affiliation or differences in ability.

Harassment:

Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people, because of a particular characteristic of that person or people, including the person or peoples' level of empowerment relative to the harasser. The behaviour must be unwelcome and the sort of behaviour a reasonable person would

recognize as unwelcome and likely to cause the person to feel offended, humiliated, or intimidated.

Sexual Harassment:

A person is deemed to have sexually harassed another person (the person harassed) if

- the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed, or
- the person engages in unwelcome conduct of a sexual nature in relation to the person harassed, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated, or intimidated. "Conduct of a sexual nature" includes making a statement of a sexual nature to a person, or in the presence of a person.

Behaviour constituting harassment:

Can take many different forms and may be explicit or implicit, physical, verbal, or non-verbal. Examples include, but are not limited to:

- jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation, or disability;
- abusive behaviour aimed at humiliating or intimidating someone in a less powerful position;
- unwelcome remarks including teasing, name-calling, or insults;
- innuendo or taunting;
- homophobic comments and/or behaviours;
- uninvited touching, kissing, embracing or messaging;
- unwelcome staring, leering, ogling or sexual propositions
- unwelcome smutty jokes and comments;
- unwelcome persistent or intrusive questions about a person's private life;
- repeated invitations to go out, especially after prior refusal;
- the use of promise or threat to coerce someone into sexual activity;
- sexual insults, taunts, or name-calling;

Abuse:

Abuse can be defined as, but not limited to any act of threat involving molestation, harassment, corporal punishment or any form of physical, sexual or mental abuse; the misuse of power or authority; treatment of an individual or persons in a harmful, injurious, and or offensive manner; speaking insultingly, harshly and /or unjustly to or about another person(s); or committing an act of sexual assault.

Bullying:

Is a pattern of behaviour in which the bully attempts to intimidate the victim. This includes but is not limited to: teasing, extortion, physical assault.