

## Equality Statement

The leadership of the Compensation Employees' Union (CEU) is committed to ensuring all union members, in the context of doing union business, at union offices and union-related events, maintain the principles of social justice and respectful communication. Therefore, the leadership of the union, clearly and unequivocally opposes behavior contrary to a member's right to be treated with dignity and respect.

Union solidarity is based on the principle that all union members are equal and deserve mutual respect at all levels. Therefore, our interactions strive to model behavior that enhances our relationships and strengthens our union.

As unionists, mutual respect, cooperation and understanding are our goals. We neither condone nor tolerate behavior that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Acts of discrimination or harassment will not be tolerated.

Discriminatory acts arise out of comments or actions based on race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age, or any other prohibited ground pursuant to the B.C. Human Rights Code.

All discriminatory speech or conduct, including those that are racist, sexist, transphobic or homophobic, hurts and thereby divides us and is contrary to the principles of social justice and union solidarity.

Harassment includes using real or perceived power to abuse, devalue or humiliate. The CEU takes complaints of harassment and discrimination seriously; they reduce our capacity to work together.

The union will assign ombudspersons to all union events. The ombudsperson(s) will be governed by the harassment/respectful union conduct policy.

An ombudsperson hears and investigates complaints from CEU members, makes findings, and reports to the executive. The executive will make a final decision regarding the complaint.

If a complaint arises out of a union activity where an ombudsperson is not present, the matter should be reported to a member of the executive and the executive will determine the terms of the investigation as per its policy.

