



#YouTubeMTL

Workplace Anti-Violence and Harassment Policy

Intent

Montreal YouTubers is committed to building and preserving a safe, productive and healthy working environment for its members based on mutual respect. In pursuit of this goal, Montreal YouTubers does not condone and will not tolerate acts of violence or harassment/bullying against or by any member.

Our Workspace Anti-Violence and Harassment Policy is not meant to stop free speech or to interfere with everyday interactions. However, what one person finds offensive, others may not. Usually, harassment can be distinguished from normal, mutually acceptable socializing. It is important to remember it is the perception of the receiver of the potentially offensive message be it spoken, a gesture, a picture or some other form of communication which may be deemed objectionable or unwelcome that determines whether something is acceptable or not.

Definitions

Workplace Violence or Bullying:

Workplace violence or bullying is the exercise, statement or behaviour of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker, such as:

- Physical acts (e.g., hitting, shoving, pushing, kicking, sexual assault, throwing an object at a worker, kicking an object the worker is standing on such as a ladder or trying to run down a worker using a vehicle).
- Any threat, behaviour or action which is interpreted to carry the potential to harm or endanger the safety of others, result in an act of aggression, or destroy or damage property.
- Disruptive behaviour that is not appropriate to the work environment

Domestic Violence:

A person who has personal relationship with a member – such as a spouse or former spouse, current or former intimate partner or a family member – may physically harm, or attempt or threaten to physically harm, that worker at work. In these situations, domestic violence is considered workplace violence.

Personal Harassment:

Any unsolicited, unwelcome, disrespectful or offensive behaviour that has an underlying sexual, bigoted, ethnic or racial connotation and can be typified as:

- Behaviours that is hostile in nature, and/or intends to degrade an individual based on personal attributes, including age, race, nationality, disability, family status, religion, gender, sexual orientation, and/or any other Human Rights protected grounds.
- Sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome;
- Reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.
- Unwelcome remarks, jokes, innuendoes, propositions, or taunting about a person's body, attire, sex or sexual orientation and/or based on religion;
- Suggestive or offensive remarks;
- Offensive jokes or comments of a sexual nature about a member;
- Unwelcome language related to gender;
- Displaying of pornographic or sexist pictures or materials;
- Leering (suggestive persistent staring);
- Physical contact with an underlying sexual connotation;
- Sexual assault;
- Any actions that create a hostile, intimidating or offensive workplace. This may include physical, verbal, written, graphic, or electronic means.
- Any threats of physical violence that endangers the health and safety of the member.

Racial/Ethnic Harassment:

Any conduct or comment which causes humiliation to a member because of their racial or ethnic background, their colour, place of birth, citizenship or ancestry. Examples of conduct which may be racial or ethnic harassment include:

- Unwelcome remarks, jokes or innuendos about a person's racial or ethnic origin;
- Colour, place of birth, citizenship or ancestry;
- Displaying racist or derogatory pictures or other offensive material;
- Insulting gestures or practical jokes based on racial or ethnic grounds which create awkwardness or embarrassment;
- Refusing to speak to or work with someone or treating someone differently because of their ethnic or racial background.

Policy

Montreal YouTubers is committed to providing a safe and healthy work environment free from violence, threats of violence, discrimination, harassment, intimidation and any other misconduct. Similarly, weapons are strictly prohibited from the Company's premises and violators will be subject to discipline action and the incident will be reported to the police.

It is also a violation of Montreal YouTubers's Anti-Violence and Harassment Policy for anyone to knowingly make a false complaint of violence or harassment or to provide false information about a complaint. Individuals who violate this Policy are subject to disciplinary and / or corrective action, up to an including termination of membership.

This Policy prohibits reprisals against individuals, acting in good faith, who report incidents of workplace violence or act as witnesses. Management will take all reasonable and practical measures to prevent reprisals, threats of reprisal, or further violence. Reprisal is defined as any act of retaliation, either direct or indirect.

Montreal YouTubers will review this policy annually and ensure that a copy of this policy and its program will be made available to all members.

Application of this Policy

This policy applies to all individuals working for the organization including front line members, interns, freelancers, producers, directors, admins or volunteers.

Montreal YouTubers will not tolerate any form of harassment or discrimination against job candidates and members on any grounds mentioned above, whether during the hiring process or during membership. This commitment applies to such areas as training, performance, assessment, promotions, transfers, layoffs, remuneration, and all other membership practices and working conditions.

All Montreal YouTubers members are personally accountable and responsible for enforcing this policy and must make every effort to prevent discrimination or harassing behaviour.

For the purposes of this policy, harassment/bullying can't occur:

- At the workplace;
- At member-related events or social functions;
- During work-related travel;
- Over the telephone, if the conversation is work-related; or
- Elsewhere, if the person is there as a result of work-related responsibilities or a work-related relationship

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Workplace Anti-Violence and Harassment Policy of Montreal YouTubers. I agree to adhere to this policy and will ensure that members working under my direction adhere to this Policy. I understand that if I violate the rules set forth by this Policy, I may face disciplinary action up to and including termination of membership.

Name: _____

Signature: _____

Date: _____

Witness: _____