

Policy Against Harassment at MNL Events

Adopted by the Board of Directors of Municipalities Newfoundland and Labrador

The open exchange of ideas, freedom of thought and expression, and productive debate are key to the objectives of Municipalities Newfoundland and Labrador (MNL). This requires an environment that embraces diversity and provides a safe, welcoming environment for all.

This policy applies to all MNL activities, including:

- conferences, symposia, workshops, and events sponsored, co-sponsored, or in cooperation with MNL;
- MNL member meetings;
- exchanges among committees or other bodies associated with MNL activities publications and communications sent through communication channels associated with MNL, including social media.

Expected Behavior

We expect all participants in MNL activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

Unacceptable Behavior

Unacceptable at any MNL activity is:

- Abuse: Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- Discriminatory Harassment: Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where the MNL activity takes place.
- Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature.

Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

Consequences of Unacceptable Behavior

If a participant in an MNL activity engages in prohibited behavior, MNL reserves the right to take any action MNL deems appropriate. MNL reserves the right to:

- remove an individual from any MNL activity without warning or refund;
- prohibit an individual from participating in future MNL activities, including publishing in MNL publications;
- exclude an individual from MNL leadership positions;
- exclude any individual from deriving other benefits from MNL activities;
- suspend or terminate membership in MNL.