

## **ANNEX A**

### **UNDE STATEMENT ON HARASSMENT**

(to be read by the Intervener aloud at all UNDE events)

The Union of National Defence Employees promotes a zero-tolerance policy in regard to harassment and discrimination.

The component believes and promotes full equality of all its members and the right of each member to be treated with dignity and respect.

UNDE will neither tolerate nor condone attitudes and behaviours at union events, regardless of intent, that are likely to undermine the dignity, self-esteem or security of an individual or create an intimidating, threatening, hostile or offensive environment.

If you experience harassment at this event, please contact (xxxxx) who will assist you through the process outlined in the UNDE Harassment Policy and the Guidelines and Procedures for Managing Harassment Complaints.

In addition, UNDE recognizes that accessibility is an essential requirement for the participation of members with Multiple Chemical Sensitivity (MCS). In consideration for the health of our members, UNDE requests that all participants attending this activity refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.