

ANNEX A

UNDE STATEMENT ON HARASSMENT

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

The Union of National Defence Employees (UNDE) adheres to a zero-tolerance policy regarding harassment, discrimination, violence, bullying, and all other forms of toxic behaviour.

Equality and the right of each member to be treated with dignity and respect are core tenets of the component.

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

If you experience harassment or discrimination at this event, contact (xxxxxx) 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 of the health of our members who may suffer from these sensitivities, UNDE requests that all participants attending this event refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other scented products which may negatively affect members with MCS.