



MINO BIMAADIZIWIN HOMEBUILDERS (MB BUILDERS) PROGRAM ANTI-HARASSMENT POLICY AND PROCEDURES

Mino Bimaadiziwin Homebuilder (MB Builders) Program is committed to fostering a harassment-free workplace/classroom where all employees/students are treated with respect and dignity. **Employees and Students** can expect: to be treated with respect in the workplace/classroom; and have any reported harassment result in a fair and confidential process and be protected against retaliation.

The *Canadian Human Rights Act* protects employees/ Students from harassment based on sex, sexual orientation, marital status, family status, disability, pardoned conviction, race, national or ethnic origin, colour, religion or age.

Harassment at **class room/ work place** is not acceptable. Any employees/students, teachers or students who are found to have harassed another individual may be subject to disciplinary action. This policy applies to all behaviour that is connected to class or work, including during off-site meetings/works, training, conferences and on field trips.

Harassment is:

- offending or humiliating someone physically or verbally;
- threatening or intimidating someone;
- making unwelcome jokes or comments about someone's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or pardoned conviction.

Sexual harassment is:

- offensive or humiliating behaviour that is related to a person's sex;
- behaviour of a sexual nature that creates an intimidating, unwelcome, hostile or offensive work environment; or
- behaviour of a sexual nature that could reasonably be thought to put sexual conditions on a person's job or employment opportunities.

Mino Bimaadiziwin Homebuilder (MB Builders) Program is responsible for:

- providing all employees/students a harassment-free classroom/workplace.

The Student Coordinator and/or Employment Training Coordinator is responsible for: the administration of this policy; **and**, fostering a harassment-free environment

Employees and Students are responsible for: treating others with respect in the workplace; and reporting harassment to the coordinators.

Created on: April 12, 2019