



## WORKPLACE HARASSMENT AND SEXUAL VIOLENCE COMMITMENT STATEMENT

### **Annual Commitment:**

Violence, intimidation, harassment and bullying in any form will not be tolerated on CMCC premises, at any CMCC event or while conducting CMCC business, for any reason whatsoever. The CMCC community will work together to prevent workplace violence.

Managers are responsible for ensuring that measures and procedures are followed by employees and that employees have the information they need to protect themselves.

Management will investigate and deal with all incidents and complaints of workplace harassment and violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Workplace Violence: Workplace violence is defined as the exercise, or the attempt to exercise physical force, by a person against a worker in a workplace that causes or could cause physical injury, or a statement or behaviour that is reasonable to interpret as a threat to exercise physical force that could cause injury. CMCC recognizes that there is a potential for workplace violence to occur. We also acknowledge that physical and emotional harm can often arise out of such acts of violence.

Workplace Harassment: Workplace harassment is defined as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. While CMCC's Workplace Harassment Policy is not meant to stop free speech or to interfere with everyday social relations, harassment can be distinguished from normal, mutually acceptable socializing in that it is offensive, insulting, intimidating, hurtful and malicious. It creates an uncomfortable work environment and has no place in employment relationships at CMCC.

Domestic Violence: At CMCC, we have the utmost respect for an individual's privacy and do not wish to intrude into the personal lives of our employees. However, where we are aware, or reasonably ought to be aware, that domestic violence would likely expose an employee to physical injury in the workplace, CMCC will take every precaution reasonable in the circumstances for the protection of the employee.

Sexual Violence: All members of the CMCC community are responsible for ensuring violence and sexual violence are not tolerated as part of our commitment to providing a safe learning and working environment for all. "Sexual Violence" includes any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

### **Scope:**

This commitment statement applies to all employees, students, clients, contractors including guest speakers, and visitors to the Canadian Memorial Chiropractic College.

Any questions or concerns relating to this Statement are to be directed to Human Resources.

President:

David Wickes, DC, MA

Effective Date: June 2010

Restated Date: January 1, 2020