

SUBJECT: SEXUAL AND GENDER HARASSMENT

1.0 INTRODUCTION

A objective of L.E.A.D.S. is to promote the professional and ethical conduct of its membership and to ensure that the League provides its members with secure conditions for collegiality and professional development. In this context, L.E.A.D.S. does not condone either sexual or gender harassment and seeks to prevent both sexual and gender harassment within the League.

2.0 DEFINITIONS

2.1 Sexual Harassment

2.1.1 Definition

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or any other verbal or physical conduct of a sexual nature that takes place under any of the following circumstances:

- a) When submission to the sexual advance is a condition of keeping or obtaining a position, or successfully participating in an educational setting or organization, whether expressed in explicit or implicit terms.**
- b) When a supervisor or superior makes a personnel decision based on an employee's submission to or rejection of sexual advances.**
- c) When sexual conduct unreasonably interferes with a person's work performance and creates an intimidating, hostile, or offensive work or learning environment.**

Sexual harassment will be considered to have taken place if a reasonable person ought to have known that such behavior was unwelcome.

2.1.2 Acts of Sexual Harassment

Sexual harassment may include but is not limited to:

- Generalized sexist remarks or behaviour**
- Inappropriate and/or offensive sexual advances**
- Solicitation of sexual activity or other sex-linked behaviour by implied or overt promises of preferential or adverse treatment**
- Physical assaults**

2.2 Gender Harassment

Gender harassment is defined as behaviour involving a broad, negative stereotypical attitude toward males or females. Thus, sexist remarks, for example, would conform to the definition of gender harassment, and they could also apply to the definition of sexual harassment if they are shown to interfere with performance or participation in job or organizational activities.

3.0 DEALING WITH SEXUAL AND GENDER HARASSMENT

Procedures

All incidents of alleged sexual harassment by L.E.A.D.S. members within the League and lodged by the member who is the object of the alleged sexual harassment should be handled by direct referral to the Professional Relations Committee or may also be referred to the Discipline Committee. The complaint will be handled in accordance with the procedures outline in the L.E.A.D.S. Act.

Further, the L.E.A.D.S. Professional Relations Committee and Discipline Committee may become involved in handling disciplinary issues related to the professional misconduct of its members where sexual harassment has been identified as an issue in the individual's job performance.