



WHEN THE
LINE HAS
BEEN
CROSSED...

respect in action in the field.

**WORDS HAVE POWER.
ACTIONS HAVE CONSEQUENCES.**

- Leering
- Rummaging through someone's stuff
- Laughing at someone
- Sending someone flowers
- Stalking
- Sitting beside them in the cafeteria despite a contract to the contrary

SOME THINGS YOU SHOULD KNOW...

- harassment
- sexual harassment
- poisoned environment
- e-harassment

what's it all mean?

Harassment and Discrimination

Different Sets of Rules & Definitions to Consider...

Human Rights Harassment and Discrimination

• (as per the Human Rights Code, provincial law, applies civil remedies)
This section categorizes according to prohibited grounds (16 grounds).

- Discrimination (equal rights and opportunities to all...)
(the “big 4” of the 16 prohibited grounds...)
- Racial Harassment
- Harassment on the basis of Sexual Orientation/Gender Identity
- Harassment on the basis of Disability
- Sexual Harassment

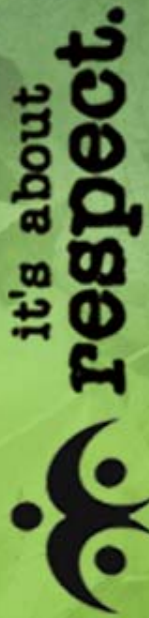
Criminal Code of Canada (federal law, fines/jail time)

- Threats, assault
- Sexual assault
- Stalking

Personal Harassment, Psychological Harassment and Bullying

This section may not break a law, but is contrary to an organization’s policies, i.e. College Student Code of Conduct and Rights and Responsibilities

- Personal Harassment (repeated or continuous name calling, yelling, screaming; invasion of privacy; comments about personal appearance...)
- Psychological Harassment (isolating, ignoring, unreasonable questioning of ability...)
- Bullying (physical, emotional, relational...)



WHERE'S
THE LINE?

respect. in action

Through off-handed conversation, it appears that John is quite the lady's man. Rick, another guy on the crew, starts calling John "stud". Every morning at breakfast, Rick greets John with "hey stud, how'd you do last night!" and laughs. He also refers to anything that John does as studly.

Sam and Michelle are sitting in the very back seat of the van. They are giggling and whispering. Sam tells a pretty raw sexual joke loud enough that most everyone in the van hears. Michelle laughs harder in response to the joke.

While out in the field Josh drops a box of gear and it spills over the ground (there is an expensive electronic sensor in the box). The supervisor yells “watch it asshole, you got to be more careful!” Josh has been careless in the past week. Josh apologizes and picks up the gear; he says later that he’s scared of getting fired.

A few of the gang are sitting around the campfire. Everyone has had a few beers. Sally, who is pretty drunk, starts asking Randy (who is Anishnawbe) questions about his reserve and soon she is asking things like... “did you ever play cowboys and Indians?”, “why do Indians drink so much?”, “how come I have to pay for school and you guys don’t?” and “why do Indian girls get pregnant so early?”... Randy gets up and leaves the group.

James and Roxanne were friends before the summer. During the early part of the summer, it appears that they are starting a romantic relationship. During some time off things get more serious. Upon returning, Roxanne confides in a couple of crew members that she and James are going out. 6 weeks later things aren't going well and Roxanne dumps James. He still wants to go out with her and sits by her in the van and when the group has supper... she yells at him one night in front of a few others to "just leave me alone, don't come near me."

Brian has a couple of year's experience and the supervisor appears to like him, as a matter of fact it appears that he favours Brian. Whenever he sees something or hears of a situation that strikes him as weird or unusual, he says "that's gay" or "that's so gay". When the supervisor hears this he laughs. You are offended by this, but you don't want to rock the boat.

Tony is a George Bush fan and is very supportive of the war in Iraq. He refers to terrorists as “ragheads” and thinks that anyone who doesn’t believe in the war is a traitor. Tony is also anti-gun control and makes it known that the Virginia Tech massacre wouldn’t have happened if the University allowed students to carry guns. Tony said a student who had a gun “would have blown away that gook in seconds.” You really find his comments offensive, but others in the group just laugh and a few appear to agree with him.

Rhonda hears a rumour that Steve is gay. This gets around camp. Rhonda starts picking on Steve, making fun of things he says, asking him about not having a girlfriend, playing practical jokes by hiding his stuff, but never says anything directly about him being gay.

Bob is getting ready for bed. Jay's back pack is open and Bob sees a magazine sitting at the top of the pack that is very hard core porn. Bob is a Christian and finds this to be quite offensive. Bob mentions it to Jay and Jay tells him to mind his own business and "no one is asking you to look in my stuff". Jay gets quite angry and tells Bob "I'll punch your f'n head in if you go in my stuff again."

Folks are sitting around the campfire drinking and Jeff starts talking about “lazy folks on welfare.” He thinks that people who can’t work to support themselves should starve and the system makes people lazy. He thinks single parent moms get pregnant for more money and thinks their kids should be taken away from them because they use their money to buy beer.

Bob is a big guy. One day he's getting into the van and Tony yells, "sit on the other side or we'll tip!" Tony has made comments about Bob's size before. Bob laughs and sits down on the other side. Normally talkative, Bob is very quiet on the ride in. You notice that he keeps to himself that night.

Jerry and Sam are talking by the campfire. Jerry is recounting his latest sexual conquest in some detail and Sam is laughing. Although they are talking pretty quietly, you can hear them from your where you are sitting.

Sharon and Becky don't get along very well. They snip at each other, but most of the time they just steer clear. One day they appear to be arguing about something. It goes on for a few minutes, then Sharon threatens that her boyfriend is going to beat up Becky's boyfriend at Roxie's in Thunder Bay if she doesn't shut her mouth. Becky goes and complains to the supervisor.

The rap music that one of your bunkmates is playing is sexually graphic and very violent. He has an MP3 player that has a small speaker attached, so he sometimes plays it without earphones. You don't want to rock the boat or appear like a prude, so you just go somewhere else when the music is playing but after a week or so you start to resent it.

*Brock University ~
Respectful Work and
Learning Environment Policy.*

<http://www.brocku.ca/hr/policies/Respectful%20Work%20and%20Learning%20Environment%20Policy.pdf>

it's about
respect.



Ontario Human Rights Code

<http://www.ohrc.on.ca/en/education/about/thrio-r2001.pdf>



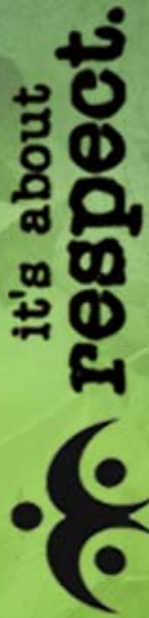
it starts with you.

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www.itsaboutrespect.com
respect@confederationc.on.ca