



“RESPECT IN THE ORGANIZATION”

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DID YOU KNOW that St. John Ambulance has a no tolerance policy for harassment or discrimination?

St. John Ambulances is committed to providing an environment free from all harassment and or discrimination. It recognizes the dignity and worth of every member and acknowledges the diverse and multicultural composition of its organization. It is therefore essential that everyone understands the true meaning of harassment.

Harassment is any unwanted physical or verbal comment or conduct that offends or humiliates an individual. It can interfere with a person’s ability to do a job or obtain a service. Harassment is a type of discrimination, and can take many forms including threats, intimidation, verbal abuse, unwelcome or sexually suggestive remarks or gestures, requests for sexual favours, unnecessary physical contact, or physical assault. The unwelcome comment or conduct does not have to be directed towards a specific person for that person to take offence.

In September 2003 a new policy addressing harassment and discrimination along with an associated booklet and workshop were introduced, known as “Respect in the Organization”. Since then, the Councils have been conducting workshops across Canada. All members 18 years of age and older are required to take the “Respect in the Organization” workshop and members under the age of 18 years are to receive a copy of the booklet. This vital training continues to be rolled out across the country as resources permit. Any members who have not yet participated in the training should do so as soon as possible as failure to do so may result in suspension until the training is completed.

Recognizing harassment/discrimination, knowing what to do if you are being harassed or discriminated against, being aware of the procedure to follow for complaints and also knowing what to do if the complaint is made against you, are all topics which are outlined in the booklet and fully discussed during St. John Ambulance’s “Respect in the Organization Workshop”

Knowing all the facts regarding harassment/discrimination and understanding the rights and responsibilities of every member reduces the risk of being a victim or having complaints filed against you.

BE AWARE – BE INFORMED

If you have not already had the training, please contact your provincial/territorial Council for more details

DID YOU KNOW?

AN INFORMATION SHEET FOR ST. JOHN AMBULANCE