

Ottawa Chamber Orchestra Anti-Harassment Policy 2014-2015

It is a policy of the OCO that all members of the community (whether patrons, volunteers, or members) are to be treated with respect and care and that harassment of any type will not be accepted. OCO volunteers and members are responsible for contributing to the maintenance of a positive OCO experience by refraining from behavior that constitutes harassment, as defined by this policy.

Harassment is any improper behavior by a person that is directed at and offensive to another person and which the person knew, or ought reasonably to have known, would be unwelcome. It comprises objectionable conduct, remarks, gestures and displays – made once or repeatedly – that demean, belittle, humiliate or embarrass another person. The term harassment in this policy includes but is not limited to the meaning given to it within the Ontario Human Rights Code, i.e. harassment on the basis of the following prohibited grounds of discrimination: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, marital status, family status, disability, the receipt of public assistance, or gender identity and gender expression. Refer to <http://www.ohrc.on.ca/en/ontario-human-rights-code>

The Ontario Human Rights Code does not refer specifically to volunteers, but the Commission takes the position that the phrase "equal treatment with respect to employment" in section 5 can be interpreted to protect anyone in a work-like context. Refer to <http://www.ohrc.on.ca/en/iii-principles-and-concepts/5-whoprotected-work>

Any person who believes there is harassment taking place within any OCO context should bring these concerns to the attention of the OCO Board of Directors.