

**Discrimination:**

VTAG commits to uphold the provisions of the *BC Human Rights Code* which provides:

14 A trade union, employers' organization or occupational association must not

- (a) exclude any person from membership,
- (b) expel or suspend any member, or
- (c) discriminate against any person or member

because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or member, or because that person or member has been convicted of a criminal or summary conviction offence that is unrelated to the membership or intended membership.

**Harassment:**

It is the policy of VTAG that all members, volunteers, employees and contractors of the organization are entitled to an environment free of abuse, intimidation and/or harassment.

Harassment is herein defined as verbal, visual or physical conduct which has the intent or effect of unreasonably interfering with an individual's or group's involvement with VTAG and creates an intimidating or hostile environment. This includes the displaying of objects, pictures or written material which could be construed intimidating or hostile.

The bases for harassment include, but are not limited to:

Housing status, race, colour, ancestry, place of origin, economic class or position, religion, marital status, family status, physical or mental disability, physical presentation, sex, sexual orientation, gender identity or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to that person's involvement with VTAG.

Any person involved with VTAG who experiences harassment or related inappropriate behaviour(s) will have the full support of the VTAG Board of Directors in reporting and dealing with such behaviour.

Please help to keep VTAG a discrimination and harassment-free organization.