Shaughnessy Heights United Church

Workplace Harassment Response Policy

**Whereas:** the United Church of Canada (UCC) adopted a [Workplace Discrimination, Harassment, and Violence Prevention and Response Policy](https://united-church.ca/sites/default/files/2020-10/harassment-policy-2020.pdf) (“the UCC Policy”) updated in September 2020.

**And Whereas:** Shaughnessy Heights United Church (SHUC) is committed to providing a safe environment for work, worship and study that is free from discrimination, harassment, and violence.

**And Whereas:** SHUC is compelled to endorse and follow the roles, responsibilities, reporting, investigation and corrective actions of the UCC Policy.

**And Whereas:** The UCC Policy includes but is not limited to all members, adherents, contractors, lay employees, ministry personnel, elected members and volunteers of the community.

It is moved by James and seconded by Steven that the Vision Council approves the implementation of the UCC Policy by June 01, 2022.

That all procedures of the UCC Policy be fully followed including the steps for informal and formal resolution. Other options for informal resolution could include seeking the assistance of ministry personnel or the Chair of the Vision Council.

And, that the Vision Council approves the training and guidance of staff and the community of faith of SHUC as outlined in the [Implementation Strategy](https://docs.google.com/document/d/1QXW1rZmRGy5Ng4Woqp9rziPMQJ5iQM76/edit?usp=sharing&ouid=117570575901136986671&rtpof=true&sd=true) of April 2022.