

**CEIU POLICY 34**  
**CEIU UNION EVENTS ANTI-HARASSMENT POLICY (NON-MEMBER)**

*Enacted February 2026*

***This policy complements PSAC and CEIU rules governing conduct at union events. For further action for PSAC/CEIU Members please refer to the Anti-Harassment policy and/or PSAC Regulation 19.***

This policy applies to all CEIU approved events (in-person, virtual and/or hybrid), including training, conferences, conventions, meetings, and union gatherings organized or held by a designated CEIU member (including but not limited to members of the CEIU National Executive and/or local presidents who are named as the approved organizers).

**1. PURPOSE AND AUTHORITY**

- 1.1 CEIU runs events to advance union business in a safe, respectful environment. CEIU does not tolerate harassment, discrimination, or violence at CEIU events.
- 1.2 This policy sets conditions of attendance for non-member participants. By registering for, entering, or participating in a CEIU event, a non-member participant agrees to comply with this policy. CEIU may deny entry, remove a person, and restrict future attendance when conduct breaches this policy.
- 1.3 This policy does not replace or limit any rights or remedies under applicable human rights legislation or the Criminal Code, and it does not limit CEIU's right to contact venue security or law enforcement where appropriate.

**2. SCOPE**

- 2.1 Non-member refers to invited guests, speakers, facilitators, observers, contractors, vendors, sponsors, media, and any other non-member attendee. A non-member does not include PSAC Staff or CEIU staff.
- 2.2 This policy applies to conduct occurring:
  - at CEIU event venues (including hotels and meeting spaces paid in part or completely by CEIU);
  - during travel, gatherings, and offsite activities that form part of the CEIU event; and
  - on approved CEIU virtual platforms and related online spaces used for the event.

**3. GUIDING PRINCIPLES**

- 3.1 CEIU will address concerns in a timely, fair, and neutral manner that respects the rights of all parties.

- 3.2 CEIU will use interim measures when needed to protect safety and maintain a respectful environment. Interim measures are not punitive and do not predict outcomes.
- 3.3 CEIU encourages early and informal resolution when safe and appropriate, but no person should confront another person to access support or make a complaint.
- 3.4 CEIU does not tolerate reprisal for reporting, providing information, or participating in a process under this policy.

#### **4. DEFINITIONS (FOR CEIU EVENTS)**

- 4.1 Discrimination means differential treatment based on a prohibited ground under applicable human rights law in the jurisdiction where the event occurs.
- 4.2 Harassment means conduct, comments, or actions that a person knew or, reasonably ought to have known, would be unwelcome. Harassment can be verbal, physical, written, or visual. It can be one serious incident or a pattern. It can be intentional or unintentional. It can poison the environment even if not directed at one specific person.
- 4.3 Personal harassment means hostile or unwanted conduct (including a single serious incident) that affects dignity or psychological or physical integrity and creates a harmful environment.
- 4.4 Discriminatory harassment means harassment connected to a prohibited ground under applicable human rights law.
- 4.5 Sexual harassment means unwelcome conduct or comments of a sexual nature, or conduct directed at someone because of sex, sexual orientation, gender identity, or gender expression. It includes unwelcome sexual solicitation or advances, especially where there is a power imbalance.
- 4.6 Violence includes the exercise, attempt, or threat to exercise physical force that causes or could cause injury. It includes threats, physically intimidating behavior, stalking, and physical aggression.
- 4.7 Reprisal means retaliation, intimidation, or adverse treatment because a person raised a concern, made a complaint, provided information, or participated in a process under this policy.

#### **5. EXPECTED CONDUCT (NON-MEMBER PARTICIPANTS)**

- 5.1 Non-member participants must:
  - communicate respectfully.
  - refrain from discriminatory or harassing behaviour;

- refrain from bullying, intimidation, threats, and violence;
- follow event rules and directions from the Presiding Officer, the Anti-Harassment Resource Person, and venue security; and
- cooperate with reasonable steps taken to address concerns and protect participant safety.

5.2 Self-induced impairment does not excuse misconduct.

## **6. ROLES**

- 6.1 Presiding Officer means the CEIU host or organizer responsible for implementing this policy at the event. Typically, it is the person with fiduciary responsibility in a local, region or national.
- 6.2 Anti-Harassment Resource Person (AHRP) means the person designated for the event to receive concerns, support participants, document complaints, and assist with resolution steps.
- 6.3 CEIU will ensure two AHRPS where possible, so that if the Presiding Officer or AHRP has a conflict of interest they may defer to the other AHRP.

## **7. HOW TO GET HELP OR REPORT A CONCERN**

- 7.1 If there is immediate danger or a credible threat, contact venue security and or 911 first.
- 7.2 For all other concerns, report to the AHRP as soon as possible (in person or by preferred contact given during the event). CEIU will publish contact details for each event.
- 7.3 Complaints may be submitted in writing. If a complainant is unable or prefers not to submit a written complaint, the AHRP will document the complaint based on the information provided and review it with the complainant for accuracy.
- 7.4 A participant may ask a support person to attend meetings connected to this process. CEIU will consider accommodation needs (interpretation, accessibility support, and related needs).

## **8. PROCESS DURING THE EVENT (TRIAGE AND IMMEDIATE STEPS)**

- 8.1 The AHRP will:
- listen, clarify what support the complainant wants, and discuss safety needs.
  - explain options (informal resolution, facilitated resolution, formal documentation, or referral to other processes); and

- document the concern and the steps taken.
- 8.2 Informal resolution: if safe and appropriate, CEIU may support a request for the behaviour to stop or may use a facilitated conversation. CEIU will not require direct confrontation.
- 8.3 If informal steps do not resolve the issue, or if the allegation is deemed serious, the AHRP will notify the Presiding Officer promptly.
- 8.4 Interim measures: the Presiding Officer may implement immediate corrective action and/or interim protocols, including separating parties, restricting participation, removing a person from a room or activity, or expelling a person from the event for serious or persistent breaches.
- 8.5 CEIU will document interim measures and the reasons for them. Interim measures are not a finding of wrongdoing.
- 8.6 CEIU will issue a written outcome within 30 to 45 days of the receipt of the complaint. If circumstances require additional time, CEIU will notify the parties in writing and provide an explanation for the extension.

## **9. POST-EVENT PROCESS (FORMAL REVIEW FOR NON-MEMBER RESPONDENTS)**

- 9.1 CEIU will assign a decision-maker for the post-event review. This will usually be the Presiding organizer, depending on the event and conflicts.
- 9.2 Where a conflict of interest exists or may be perceived, CEIU National shall appoint an alternate decision maker who has no conflict and who is not directly involved in the event.
- 9.3 If a complaint involves the Presiding organizer, that matter will automatically be referred to CEIU National for assignment of an independent decision maker.
- 9.4 CEIU will provide the non-member respondent with:
- notice of the allegations in sufficient detail to respond.
  - an opportunity to provide a response (written and or meeting); and
  - information about any continuing restrictions pending outcome (if any).
- 9.5 CEIU will assess the matter on a balance of probabilities, based on the available information (including the AHRP report, witness accounts, and any relevant documents or records).
- 9.6 CEIU will issue a written outcome summary to the parties, subject to privacy limits and safety needs.

## **10. OUTCOMES AND CONSEQUENCES (NON-MEMBER RESPONDENTS)**

10.1 CEIU may impose one or more of the following, proportionate to the conduct and risk:

- direction to stop and comply.
- written warning and conditions of continued attendance.
- removal from a session, reception, or activity.
- expulsion from the event.
- cancellation of speaking or facilitation roles, contracts, or invitations.
- a time-limited or permanent ban from future CEIU events.
- notification to the sponsoring organization or employer, where the person attended in an official capacity and CEIU has a legitimate reason to do so;
- referral to venue security and or police for threats, assault, or criminal harassment; and
- any other steps needed to protect participants and manage risk.

10.2 If the complaint concerns conduct by a third party connected to the venue, CEIU may support the affected person to raise it with venue management and may implement event-based restrictions to protect participants.

## **11. CONFIDENTIALITY, PRIVACY, AND RECORDS**

11.1 CEIU shall make every reasonable effort to maintain confidentiality in matters arising under this Policy. Information shall be disclosed strictly on a need to know basis for the purposes of ensuring safety, conducting a fair and impartial assessment, implementing appropriate outcomes and fulfilling legal or procedural obligations. While CEIU will take all reasonable steps to protect the privacy of individuals involved, confidentiality cannot be guaranteed.

11.2 CEIU will store records securely and limit access. CEIU will retain records for at least 5 years, unless a longer period is required due to related proceedings or risk management.

11.3 CEIU may collect, use, and disclose personal information to administer this policy, manage safety risks, and operate union events.

## **12. ACCESSIBILITY AND ACCOMMODATION**

12.1 CEIU will accommodate disability-related needs and other needs linked to protected grounds to enable participation in the process and attendance at events, to the point of undue hardship.

**13. BAD FAITH USE OF PROCESS**

- 13.1 CEIU will not accept use of this policy for political gain or to pursue matters that do not meet the definitions in this policy. CEIU may impose consequences for deliberate bad faith allegations, including bans for non-members.
- 13.2 CEIU will not label a complaint “bad faith” only because it is unproven. CEIU will assess intent using objective indicators and the available information.

**14.COMMUNICATION AND IMPLEMENTATION REQUIREMENTS**

- 14.1 CEIU will:
- publish this policy in event registration materials and onsite signage, as well non-members with any involvement at the event
  - identify the Presiding Officer and AHRP (name and contact) at the start of the event; and
  - maintain a simple incident log and report template for AHRPs.
- 14.2 CEIU will review this policy once in the three-year cycle or sooner if relevant PSAC or CEIU rules change.