

Respect the dignity of members, colleagues, volunteers, and visitors of the Legion East Toronto: Branch 11.

Everyone has rights: to equal treatment; to be free from discrimination, violence, or harassment; to confidentiality; and to lodge a complaint in good faith without fear of consequences.

Safe and welcoming place for all. Branch 11 will take any steps necessary to ensure a harassment-free and positive environment, which may include barring those who interfere with this vision from its membership, facilities, and activities.

Please follow the policies of Branch 11.

- Including clubhouse rules and privileges.
- Conducting yourself in manner that does credit to the Legion at the Branch or in any setting the Legion conducts its activities.
- Respecting Branch 11's property, as well as, member and volunteer's personal property.

Expectations at Branch 11 include all members holding each other responsible for upholding this code.

Consider that we are the **“friendly branch”**: Remember to make new people feel welcome.

Those who wish to serve Veterans, military, and RCMP members and their families, to promote Remembrance, and to serve our communities and our country, are encouraged to participate, support the Poppy Campaign and take leadership.

HOW TO LODGE A COMPLAINT

If you have a complaint you can:

- ✓ Speak directly to the person to ask them to stop the behaviour that is unwelcome or of concern.
- ✓ Make an informal complaint by directly contacting the Branch 11 President, 1st Vice or 2nd Vice Presidents.
- ✓ Make a formal complaint following the protocol outlined in the Legion General By-laws.

DEFINITIONS

“Harassment” means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words, actions, or gossip that is offensive, embarrassing, humiliating, demeaning or unwelcome.

“Discrimination” is when a person or group is intentionally or unintentionally treated differently (For example because of their status, religion, ethnicity, age, sex, gender identity, sexual orientation, disability etc.)

“Violence” is any action, conduct, threat or gesture of a person towards another that can reasonably be expected to cause harm, injury, or illness.