



Sexual Harassment Policy

Last updated February 2025

Tatamagouche Centre is committed to providing a harassment-free environment. Complaints of sexual harassment shall be taken seriously and dealt with in a spirit of compassion and justice.

1. Sexual harassment has been defined as any attempt to coerce an unwilling person into a sexual relationship, or to subject a person to unwanted sexual attention, or to punish a refusal to comply.
2. Sexual harassment must be understood as an exploitation of a power relationship, rather than as an exclusively sexual issue. Harassment may involve a wide range of behaviours from verbal innuendo and subtle suggestions to overt demands and physical abuse.
3. The Tatamagouche Centre does not tolerate any inappropriate behaviour by any of its members (lay and Order of Ministry), representatives, contract personnel, or employees which constitutes sexual harassment of any of its members, representatives, employees, or participants in programs. Sexual harassment is a form of sex discrimination and is prohibited by federal and provincial law.
4. The principles and assumptions related to procedures for dealing with cases of sexual harassment are as follows:
 - a. Sexual harassment is unacceptable within The Tatamagouche Centre.
 - b. All complaints of sexual harassment need to be taken seriously and will be investigated.
 - c. The intent of these policies and procedures is to stop the violations of personhood resulting from sexual harassment and attempt to heal the personal and corporate frailty that we share with all humanity.
 - d. All policies and procedures need to minimize further distress for the complaint.
 - e. Each stage in dealing with a case of harassment needs to involve as few people as possible.
 - f. Everyone dealing with a case should be familiar with the issues involved in sexual harassment.
 - g. Every effort needs to be made to stop the harassment without grievance procedures.