What should you do?

Persons who believe that they have a concern regarding sexual harassment, personal harassment or human rights harassment are encouraged to explore some or all of the following options with the assistance of a member of the Harassment Advisory Working Group:

- if possible, identify the offensive behaviour to the individual who is offending and request that the offensive behaviour or action cease, it might be appropriate to have a supportive person present for this conversation
- seek advice of a trusted confidente and/or lawyer
- seek out pastoral care
- keep a written record of the occurrences of offensive behaviour, including times, places, witnesses present, and a record of exactly what happened or was said
- if possible, write a letter identifying the offensive behaviour to the individual who is offending and request that the offensive behaviour or action cease, have the letter delivered by assured delivery, and keep a copy
- file a complaint with the Advisory Committee

Harassment Advisory Committee

Marilyn Boyd, Winnipeg, MB

mboyd1@mymts.net Home:204-453-6032

Marilyn is semi-retired, works as a marriage and family therapist, and is active at St.

Matthew's Anglican Church in Winnipeg. She was part of the committee that formulated a harassment policy for the Diocese of Rupert's Land.

Heather Robbins, Winnipeg, MB

hrobbins@mymts.net Home: 204-889-7609
Heather is a Diaconal Minister (CCS 2003),
serving a 2 point pastoral charge just outside of
Winnipeg. She lives in Winnipeg with her
spouse and has 3adult children and two
beautiful granddaughters. She is pleased to be
able to volunteer for CCS in this way0.

Carey Wagner, Petrolia ON

cgwagne@sympatico.ca Home: 519-490-8357
Commissioned to diaconal ministry in 2012,
Carey is in congregational ministry in London
Conference. Previously, Carey worked in the
Petro-Chemical industry for 38 years. One of
his CCS research papers looked at "Harassment
in the Workplace" and how effectively the
policies were in creating a safe work
environment.

Harassment Policy

The Centre for Christian Studies



Have a concern?
Don't hesitate to contact a member of the Harassment Advisory Working Group.
If you are not sure what to do, they are willing to help you understand your options.

Reflect. Act. Be Transformed.

Phone: 204.783.4490

CCS Harassment Policy

Theological Statement

The Centre for Christian Studies seeks to be a community of learning characterized by relationships of mutual respect, free from exploitation, harassment, and abuse. We believe that such relationships are a reflection of God's intention for human community. We affirm the right of all persons to dignity and freedom from fear of violation.

Exploitation, harassment, and abuse distort relationships and lead to objectification, alienation and distrust between individuals and within communities, regardless of the intention of the actions. These actions are sinful and perpetuate injustice. The church is called to denounce injustice and to uphold a vision of faithful living and right relationships.



... CCS is working, through education and social integration, for the welcoming of and inclusion of gay, lesbian, bisexual and transgender persons in the life and work of the church ...

What is Harassment?

Sexual Harassment is 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, or to reward compliance. Sexual harassment must be understood as an exploitation of a power relationship, rather than as an exclusively sexual issue. Both men and women can be harassed by members of either sex.

Sexual harassment may be physical and/or psychological in nature. One incident or a series of incidents (even where a single incident would not necessarily be considered to be harassment) may constitute sexual harassment. It may involve individuals or groups. It may take the form of excluding an individual or a group from rights and privileges to which they are otherwise entitled.

Personal Harassment is deemed to include but not restricted to:

 one or a series of objectionable and unwelcome comments or actions directed toward a specific person or group of persons which serve no legitimate work or learning related purpose and have the effect of creating an intimidating, humiliating, hostile or offensive environment; physical or verbal abuse, threats or intimidation that is humiliating or demeaning.

Human Rights (Discrimination)

Harassment which means, except where good faith and reasonable cause exists, or where it is based upon good faith and reasonable requirements or qualifications, the differential treatment, whether intended or not, of an individual or group of individuals based on:

- an individual's actual or presumed membership in or association with some class or group of persons, rather than on the basis of personal merit;
- any of the following categories: ancestry, race, colour, nationality or national origin, ethnic background, religion or religious belief, age, sex, gender-determined characteristics, gender identity, sexual orientation, marital or family status, source of income, political belief, political association or activity, physical or mental disability or related characteristics or circumstances.

Revised April 2015.

For the full Harassment Policy, visit the CCS website at ccsonline.ca