



January 12, 2022

# DISTRICT COUNCIL

## AGENDA

- \* 1.0 Welcome and Call to Order 4:00 pm
- 2.0 Land Acknowledgement
- 3.0 Reading of the Pledge
- 4.0 Appointment of Anti Harassment Officer & Reading of the OSSTF Anti Harassment Policy
- 5.0 Adoption of Agenda
- 6.0 Approval of Previous Minutes (November 17, 2021)
- 7.0 Business Arising from the Previous Minutes
- 8.0 Business:
  - 8.1 AMPA Alternates
  - 8.2 Committee Budgets
  - 8.3 Committee Officer Vacancies
- 9.0 Reports:
  - 9.1 Provincial
  - 9.2 President
  - 9.3 Treasurer
  - 9.4 Federation Officer
  - 9.5 Health & Safety
  - 9.6 Communications/Political Action
  - 9.7 Human Rights
  - 9.8 Labour Councils
  - 9.9 Branch Concerns
- 10.0 Other
- \* 11.0 Adjournment 5:30 pm \* Timed Items

## OSSTF PLEDGE

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity, and ethical standards of my profession.

I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, Bylaws, policies and established practices which govern its members.

## ANTI-HARASSMENT & EQUITY DECLARATION

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment.

Anyone who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF District 10 Bylaws, available on our website.

## Anti-Harassment Policy

A member of OSSTF District 10 has the right to a workplace and union environment free from harassment and bullying.

Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always, degrading, unwelcome, coercive, and unacceptable. Harassment and/or discrimination can take many forms and may be verbal, physical, or psychological. It can involve a wide range of actions including comments, gestures or looks, pictures, messages, touching, or more aggressive actions. These acts may be indirect or overt, and they may be isolated or repeated.

As members of OSSTF District 10, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion. We cannot condone or tolerate intimidating, demeaning, hostile, or aggressive behaviour and we cannot permit these behaviours when we witness them.

OSSTF District 10 is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all locally sponsored OSSTF District 10 events and meetings.

Any member who feels targeted by harassment and/or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF District 10 Bylaws and the District's Resolution and Complaint Process, available to all members on the District website.

## Equity Statement

OSSTF District 10 is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. All members must see themselves reflected in its goals, structures, and practices. OSSTF District 10 supports equity, diversity, and social justice within the union, the workplace, and in broader society. We must stand together to protect human rights. We must take action.

Inadvertent, hidden, and systemic harassment and/or discrimination must be identified and addressed. The roots of systemic harassment and discrimination include, but are not limited to racism, sexism, homophobia, and transphobia. OSSTF District 10 does not condone harassment and/or discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socioeconomic status, or mental or physical disability.

Discrimination and harassment must not be ignored when we see it. Overt discrimination and harassment within the Federation must be challenged and rectified.

Federation programs and policies within OSSTF District 10 designed to eliminate barriers must not only do so, they must be widely seen to do so.