



November 13, 2019

# DISTRICT COUNCIL

## AGENDA

- \* 1.0 Welcome and Call to Order 4:30 pm
- 2.0 The Ontario Secondary School Teachers' Federation acknowledges and thanks the Chippewa, Odawa, Potawatomi and Delaware Peoples of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.
- 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 (September 18, 2019)
- 7.0 Business Arising from the Previous Minutes
- 8.0 Business:
  - 8.1 AMPA
  - 8.2 Labour Council Representatives
- 9.0 Reports:
  - 9.1 Provincial
  - 9.2 President
  - 9.3 Treasurer
  - 9.4 Federation Officer
  - 9.5 Health & Safety
  - 9.6 Education Services
  - 9.7 CPAC
  - 9.8 Branch Concerns
- 10.0 Other
- \* 11.0 Adjournment 6:00 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 Policies and Procedures which are available on the Provincial website.

## Anti-Harassment Policy

A member of OSSTF 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 unacceptable.

As members of OSSTF, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

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

Any member 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 Policies and Bylaws and the Resolution and Complaint Procedure, as approved by AMPA.

## Equity Statement

OSSTF/FEESO 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. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. OSSTF/FEESO will strive to identify and eliminate barriers to participation through programs, procedures, bylaws, and policies supported by specified resources and education.

OSSTF/FEESO supports equity, diversity, and social justice within the union, the workplace, and in broader society.

Not all discrimination is deliberate or visible. Inadvertent, hidden, and systemic discrimination must be identified and addressed.

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

The marginalization of certain groups must be specifically recognized. For OSSTF/FEESO, these groups include, but are not necessarily limited to, women, people of colour, lesbian, gay, bisexual, transgendered, queer, intersexed, questioning, two-spirited, First Nations, Inuit, Métis, people with disabilities, francophones, and those whose participation is impeded because of economic circumstances or family status.

Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes.

OSSTF/FEESO will be guided in its efforts to eliminate barriers by valid research, regular review, and consultation with the membership.

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