

Statement on Harassment

The Canadian Anthropology Society/Société canadienne d'anthropologie (CASCA) is fully committed to the rights of our members to a safe professional environment free from harassment. Harassment is defined by the Canadian Human Rights Commission as any form of discrimination. This includes making unwelcome remarks or jokes about someone's identity, such as their race, cultural heritage, language, appearance, religion, gender, sexuality, age, disability; making unwelcome comments of a sexual nature; making unwelcome physical contact; making physical and/or verbal threats.

The responsibility to provide a safe professional environment free from harassment is the responsibility of all CASCA members. The CASCA Executive Committee should be informed of any case of harassment that negatively affects our members' participation in CASCA-related activities, including our annual conferences, networks, committees, and awards.

There are cases of research and professional misconduct that may not fit the definition of harassment and/or go beyond CASCA-supported activities. Here, we offer a statement and indicate a procedure that apply only to scenarios where CASCA members are adversely affected by the harassment committed by another CASCA member.

CASCA is not an adjudicating body. Members should seek out appropriate authorities and processes in their home institutions and/or legal jurisdictions. However, when an incident of harassment occurs at a CASCA-sponsored event, a representative of the Executive Committee will liaise with those authorities to provide input into the procedures as needed.

When a charge of harassment is substantiated by an institutional and/or legal process, and when the incident has affected or has the potential to affect a CASCA member's participation in our activities, the Executive Committee will meet to vote on enacting Bylaw 12(b): "Members may be expelled by Resolution of the Executive Committee." In order for this meeting and vote to take place, the CASCA Executive must receive: (i) A confirmation of the decision rendered by the relevant institutional and/or legal processes; and (ii) A statement of fact and impact by the CASCA member targeted by the harassment. The CASCA President will request a statement of fact by the CASCA member determined to have committed the act of harassment. All material submitted to the CASCA President shall be shared with, and considered by members of the CASCA Executive prior to the vote on Bylaw 12(b) being called. The material will not be distributed beyond the CASCA Executive Committee.

Resources:

Canadian Human Rights Commission: What is Harassment

<https://www.chrc-ccdp.gc.ca/eng/content/what-harassment-1>

Canadian Human Rights Commission: Your Guide to Understanding the Canadian Human Rights Act

<https://www.chrc-ccdp.gc.ca/eng/content/your-guide-understanding-canadian-human-rights-act>

Proposed regulatory framework: Harassment and violence – Consultation paper, Labour Program Stakeholder Consultations (2018)

<https://www.canada.ca/en/employment-social-development/programs/workplace-health-safety/consultation-harassment-violence.html>

Bill C-65: An Act to amend the Canada Labour Code (harassment and violence), the Parliamentary Employment and Staff Relations Act and the Budget Implementation Act, 2017, No. 1 (received Royal Assent on October 25, 2018 and will come into force in 2020, once the regulations are in place)

<https://www.parl.ca/DocumentViewer/en/42-1/bill/C-65/royal-assent>

CASCA Bylaws

<https://cas-sca.ca/about/governance-and-organization/bylaws>