

Article 13

Promotion and Protection of Diverse, Equitable, and Safe Spaces

(13.1) The Green Party of Ontario (the Party) is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.

(13.2) Under the Ontario Human Rights Code, every person has the right to be free from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned or ignored at the GPO.

(13.3) The Party also recognizes that harassment and discrimination limit the ability of people to participate fully in organizations such as ours and therefore in the practice of the democratic values that our organization endorses. Concomitant with its mission to elect Members of Provincial Parliament and impact Ontario politics, then, the GPO pro-actively supports building awareness of harassment and discrimination and providing for the equitable participation of all Ontarians in the political process.

(13.4) The Party is committed to a comprehensive strategy to address harassment and discrimination in the organization, including:

(13.4.1) Establishing, publicizing, and regularly revisiting this article;

(13.4.2) Providing training and education to ensure that all Party members and staff know the rights that are provided to them and to visitors at GPO events, the responsibilities they have under this article and Human Rights legislation, and the processes and procedures to follow in the event of a complaint;

(13.4.3) Monitoring organizational systems to help ensure their design and function minimizes opportunities for harassment or discrimination and maximizes safety and inclusivity;

(13.4.4) Providing an effective, accessible, and fair complaints procedure for both complainant and respondent;

(13.4.5) Promoting appropriate standards of conduct at all times;

(13.4.6) Ensuring that disciplinary or restorative measures are imposed, as necessary and as determined by process;

(13.4.7) Promoting diversity on all committees and in all decision-making bodies.

(13.5) To achieve the goals and commitments in this Article of the Party's Constitution, the Party shall have:

(13.5.1) The Safe Spaces Committee which shall be responsible for addressing institutional matters as they relate to this Article

(13.5.2) The Conduct Committee which shall be responsible for investigative processes, disciplinary matters and enforcement of this Constitution, Party Bylaws, Member Code of Conduct, and the Ontario Human Rights Code.

[AGM20]