



Zero Tolerance Statement & Policy for Workplace and Community Violence & Harassment

To: Caldwell First Nation Community Members (citizens), Staff, Chief & Council, and Affiliates

Zero Tolerance Statement & Policy

The safety of Caldwell First Nation employees, members, clients, and visitors is an important concern to our Nation and community.

Zero Tolerance Statement: *Endangering the Health and Safety of any individual with verbal threats, threatening behavior, or acts of violence or harassment against employees, members, visitors, elected officials, or others, be it directly or indirectly while on Caldwell First Nation property (including social media, website, etc.) on job duty, conducting business, or receiving services from any department will not be tolerated.*

This Zero Tolerance Statement & Policy will be strengthened through additional policies, Codes of Conduct, protocols, and any other means as seen fit, as well as training for employees and Caldwell First Nation's Chief & Council. Should any threatening or harassing behavior occur, the police will be notified immediately to protect the safety of everyone.

Caldwell First Nation Chief & Council respects the rights of all employees, members (citizens), and/or visitors and acknowledges their rights of access to a safe environment without feeling threatened, harassed, bullied, abused, or afraid.

Therefore, Caldwell First Nation Chief & Council fully supports its zero tolerance policies and protocols; the terms and conditions of this Zero Tolerance Statement & Policy shall also apply to the Caldwell First Nation Chief & Council and any other governing body affiliated with Caldwell First Nation.

Furthermore, Chief & Council passed a "Zero Tolerance" resolution (BCR #2019-03-89) dated March 21, 2019 effective immediately to further support the safety of our community.

We thank you for your cooperation and understanding. **Signed:**

Mary Duckworth, Chief

Stan Scott, Councillor

James I Peters, Councillor

Steven Simpson, Councillor

Robyn Van Oirschot, Councillor