

**A CADIA FIRST NATION**

**SEXUAL HARASSMENT POLICY**

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**OF ACADIA FIRST NATION**

Every employee is entitled to employment free of Sexual Harassment.

Acadia First Nation, its officers, directors and management personnel will make every reasonable effort to ensure that no employee is subjected to Sexual Harassment.

Sexual Harassment means any conduct, comment, gesture, or contact of a sexual nature, (a) that is likely to cause offence or humiliation to any employee; or, (b) that might, on a reasonable grounds, be perceived by that employee as placing a condition of sexual nature on employment or on any opportunity for training or promotion.

All employees will have his/her complaint reviewed in a confidential matter. Any employee wishing to bring to the Band's attention incidents of Sexual Harassment may do so by contacting the Band Manager or member of the Band Council.

All complaints will be heard by the Band Manager or Band Council. Whenever possible, the employer will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is necessary for the purpose of investigating the complaint or taking disciplinary measures in relation thereto.

The Band will take such disciplinary measures as the Company deems appropriate against any person under the Bands direction who subjects any employee to Sexual Harassment.

The Acadia First Nation Band Council instructs all manager and supervisors to inform all employees of the discriminatory practices provisions of the Canadian Human Rights Act that pertains to the rights of persons to seek redress under that Act in respect of Sexual Harassment.

**APPROVED AND PASSED AT A DULY CONVENED MEETING OF THE ACADIA FIRST NATION BAND COUNCIL ON FEBRUARY 22, 2001.**

**ACADIA FIRST NATION**  
**SEXUAL HARASSMENT POLICY**

By signing below I hereby acknowledge that I have read and understand the Acadia First Nation Sexual Harassment Policy. I agree to follow the guidelines set out in this policy and have a copy for my personal records.

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Employee Signature

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