

## NMGC Harassment Policy

**Definition:** Harassment is any improper conduct by an individual that is directed at and offensive to another person or persons, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act (CHRA).

**Note 1 - Where harassment involves misuse of the power or authority inherent in an individual's position, it constitutes an abuse of authority. Conduct involving the proper exercise of responsibilities or authority related to Range Operation and Safety does not constitute harassment.**

**Note 2 - Where harassment involves the coerced participation, expressed or implied, in improper initiation rites, ceremonies or other events, it constitutes hazing.**

### Policy Statement

The NMGC is committed to providing a safe, respectful environment by promoting prevention and prompt resolution of harassment. All members and their guests have the right to be treated fairly, respectfully and with dignity on the Range, and have the responsibility to treat others in the same manner. Any member who witnesses, or experiences harassment should report it to the Executive Committee at the first opportunity.

### Requirements

Upon learning of harassing behaviour, the NMGC Executive Committee shall contact the harassed member to determine the circumstances of the behaviour. Upon confirmation of harassment, with their consent, the harassing member will be then contacted to discuss the behavior with the goal of stopping it.

### Consequences

In extreme cases, behaviour may be referred to the police. In cases where a member cannot cease objectionable behaviour they may be suspended, or lose their Range Privileges.