

**THE VANCOUVER POST ALLIANCE MENTORSHIP PROGRAM  
STATEMENT OF POLICY REGARDING UNLAWFUL HARASSMENT AND DISCRIMINATION**

In order to maintain a high standard of conduct, each and every participant in The Vancouver Post Alliance Mentorship Program must be aware and must adhere to The VPA's policy prohibiting harassment and discrimination.

The VPA is committed to facilitating working relationships free from all forms of harassment and discrimination. Harassment and discrimination based on ancestry, race, colour, national origin, sex, pregnancy, marital status, medical condition, religion, age, disability, or sexual orientation or other protected characteristics are in violation of The VPA's code of ethics. The VPA does not tolerate such harassment or discrimination by Mentors, Mentees, VPA program volunteers or anyone connected to The Mentorship Program.

The Mentorship Program policy prohibits harassment in any form, including verbal, physical, and visual harassment. Please be aware that conduct which may not constitute unlawful harassment, for example because of its isolated nature, may nevertheless violate The VPA's policy regarding mutual respect. This policy prohibits unwelcome conduct on any of the bases listed above that may result in an intimidating, hostile or offensive working relationship.

**EXAMPLES:**

- Verbal conduct such as epithets, derogatory comments, slurs, comments about an individual's body or dress, inappropriate jokes, persistent requests for dates, unwanted sexual advances, invitations or comments, or suggestive or obscene letter, notes or email.
- Visual conduct such as displaying sexually oriented pictures, calendars, cartoons, posters, photographs, drawings or objects or making sexual gestures.
- Physical conduct such as unwanted touching, assault, blocking normal movement, or interference with the program directed at an individual because of his or her sex or other protected basis.
- Threats or demands to submit to sexual requests in order to keep a job or avoid some other loss, and offers of job benefits in return for sexual favors.
- Retaliation for having reported harassment or discrimination on any of the bases listed above.

Any program participant who believes that they have experienced inappropriate conduct that they regard as minor may attempt to resolve that matter with the individual involved or may report the matter to the VPA representative overseeing their mentorship term. If said representative is involved in the issue, it may be brought to the Mentorship Committee Chair, the VPA Board Vice Chair or VPA Board Chair. (Contact information for all parties listed above will be included in your program start pack.)

In all cases in which a participant believes that they have experienced or witnessed harassment or discrimination, they must immediately report the facts and the names of the individuals involved to the appropriate VPA authority as outlined above to be investigated promptly and appropriately with due consideration given to the surrounding circumstances. Truthful participation in such investigations is a condition of participating in the VPA Mentorship Program.

I understand the VPA Mentorship Program's stance on harassment and that my participation in the program depends on my adherence to these guidelines—

Mentor: \_\_\_\_\_

Full Name, Printed

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

Mentee: \_\_\_\_\_

Full Name, Printed

\_\_\_\_\_

Signature

\_\_\_\_\_

Date