

Eastwood Housing Co-operative

Policy Number: 209

Policy Name: Harassment

Committee Approval Date: N/A

Revised: N/A

Board of Directors Approval Date: 24 September, 2009

27 March, 2017

Membership Approval Date: 27 October, 2009

30 March, 2017

Background:

Eastwood Housing is a co-operative community. When each member is selected and approved, it is done because they have a skill set that the community will benefit from and have expressed a desire to live in a community where everyone is your neighbor and friend. They have agreed to work with their fellow members toward a collective goal of a safe and nurturing environment.

When an individual assumes a domineer where the Co-operative exists for them and them alone or when they assume that the end they desire justifies the methods used to attain that end, then they have broken faith with the others in their community. Perhaps the most distasteful aspect of this is when a member or members use harassment of other members in an attempt to reach their goals.

Definition:

Harassment is defined as any action or implied action that produces a feeling of inferiority, fear or intimidation in another. The intent of harassment is to produce an action, inaction or feeling contrary to the individual's normal state of being.

Process:

Perhaps the worst action that can be taken by one Member against another, other than theft or a direct physical attack, is that of use of an intimidating force to obtain a desired end. This force may be by way of stated or implied threats, aggressive behavior, continued pressure of a verbal nature, a threatening domineer, etc..

When such happens, the Co-operative community must band together to restore both order and the community atmosphere through the investigation of the incident, the identification of the perpetrators and, if proven, their expulsion from membership.

(a) The Complaint

The Member has the responsibility to speak to their own well being. This means that a complaint of harassment may be made only by the individual who feels they are a victim of such. At no time will such a complaint be considered which arises from a third party. The complaint must be specific and provide full details of the event(s) that occurred.

The complaint must be in writing and presented to the Secretary of the Board of Directors or, if a party to the complaint, to the President of the Board.

(b) Investigation

The Secretary/President will immediately meet with the complainant and discuss the details of the issue. He/she will carefully review the documentation and any supporting information. After satisfying themselves that a possible harassment event has occurred a meeting of the Board of Directors will be immediately called.

The Board will review the documentation and speak to the claimant and any other witnesses. Upon satisfaction that proof exists of harassment, the Board will convene a meeting to which the Member accused of harassment will be directed to attend.

(c) The Hearing

The Board **will not** notify the Member of the reason(s) for being required to attend. At the meeting the Member will be given all the information available to the Board and the opportunity to defend themselves. At the end of this period the Member will be directed to return home while the Board continues to meet.

(d) Decision

The Board will notify the complainant and the accused Member of the Board's decision in writing within 24 hours. If the Board feels the complaint proven, the accused Member's membership is immediately revoked and they will be notified of the need to vacate their unit within 30 days.

The Member will have the right to appeal this dismissal to the membership. However, the appeal period will not delay the date of eviction unless the Board decision is overturned. If the Board feels that the original complaint is false, they may impose a wide variety of penalties on the original complainant, up to and including expulsion from membership.