

Grace-Bankview House Senior Citizens Residence Society

Information Sheet on Harassment & Violence

For Tenants & Visitors

Welcome to Grace-Bankview House Senior Citizen's Residence Society housing. This information sheet is to provide you with information about our "Zero Tolerance" policy on harassment and abuse/violence.

Harassment

1. Harassment or abuse in any form of or by Board members, staff, tenants, and visitors on the Grace-Bankview sites will not be tolerated.
2. Harassment is a serious issue and creates an unhealthy living and work environment resulting in psychological harm to victims.
3. Harassment is unwanted or unwelcome verbal or physical conduct that offends, intimidates, degrades, or humiliates a particular person or group. Sometimes, harassment is called bullying.
4. Harassment may be in relation to an individual's appearance, dress, religion, race, gender, ethnicity, age, history of mental illness, sexual orientation, physical/intellectual abilities, etc.
5. Examples of harassment may include:
 - a. Verbal abuse including ridiculing, taunts, innuendo, jokes, belittling/demeaning/derogatory comments, berating or threatening an individual, particularly in front of others.
 - b. Repeatedly correcting someone's errors in a critical, disparaging or sarcastic manner.
 - c. Unwanted physical contact such as touching, patting, pinching, punching, and physical assault.
 - d. Discrimination
 - e. Sharing racist, discriminatory, or offensive images.
 - f. Unwelcome invitations, comments, or requests
 - g. Intimidation, leering, or other objectionable gestures, or sharing pornographic images
6. Investigation of reported harassment will be confidential and thorough.
7. If a tenant is the perpetrator of harassment, the consequences will be determined by the severity of the harassment and may include termination of the lease.
8. If a visitor is the perpetrator, they will be asked to leave the building immediately and may be banned from returning based on the severity of the harassment.

If you feel you are being harassed:

1. Clearly indicate to the offender that their behaviour is unacceptable and unwelcome.
2. Keep a record of the dates, times, description of the harassing behaviour, identity of the perpetrator, and any witnesses.
3. Report the harassment to the CAO as soon as possible if not resolved.

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4. If you are experiencing harassment from family members or friends, you may report the incidents to the Alberta Human Rights Commission.

Violence/Abuse

1. Violence or abuse is the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm.
2. Violence can include:
 - a. Physical attack or aggression
 - b. Threatening behaviour
 - c. Verbal or written threats
 - d. Domestic violence
 - e. Sexual violence

If you experience an incident of violence:

1. Try to get to a safe place.
2. If you are at immediate risk of harm, call 911 for immediate assistance from Calgary Police Services.
3. Seek out medical attention as soon as possible as necessary.
4. Report all acts of violence to the CAO immediately.
5. You may be encouraged to submit a report to Calgary Police Services.
6. If the perpetrator of the violence is a tenant, the lease will be terminated.
7. If the perpetrator of the violence is a visitor, they will be immediately banned from the building and property.