

Adopted by the Board of Internal Economy November 28, 2017

DIRECTIVE # 31
(s.68(2.1) – c. L-11.3)

ANTI-HARASSMENT POLICY

AUTHORITY

- (1) Every Member is subject to the anti-harassment policy established by this directive in accordance with Subsection 68(2.1) of *The Legislative Assembly Act, 2007*.

GOVERNING PRINCIPLES

- (2) Every Member shall commit to contributing to an environment free of personal harassment and sexual harassment and will make every reasonably practicable effort to that end. In furtherance of this commitment, a Member shall not personally harass or sexually harass another Member.

The policy established under the authority of this directive is governed by the following principles:

- (a) The policy aims to create an environment that allows all Members to excel in their public duties and functions and that is free of personal harassment and sexual harassment;
- (b) The policy aims to encourage reporting by Members of instances of personal harassment and sexual harassment; and
- (c) The policy establishes a resolution process that deals with complaints of personal harassment or sexual harassment, as far as reasonably practicable, in a discrete, timely, and confidential manner.

SCOPE OF APPLICATION

- (3) The policy established by this directive applies only to allegations of personal harassment or sexual harassment between Members. Pursuant to section 28 of *The Legislative Assembly Act, 2007*, the policy does not apply to anything said by a Member before the Legislative Assembly or any of its committees.

ANTI-HARASSMENT POLICY

- (4) The “*Code of Conduct for Members of the Legislative Assembly of Saskatchewan: Anti-Harassment Policy*” (anti-harassment policy) is established.
 - (a) The anti-harassment policy shall be published with the directives of the Board of Internal Economy;
 - (b) The confidentiality of the process and records of any anti-harassment case will be protected by the Board;
 - (c) The Board will fulfil its responsibilities under the policy in a timely manner as far as reasonably practicable; and
 - (d) The Board will review this policy and its procedures, as is required by the anti-harassment policy, or otherwise, and make necessary adjustments to ensure that it meets the needs of all Members.
 - (e) For incidents prior to the implementation of this directive and policy, complaints shall be filed within 90 days of the date of implementation.
- (5) Any costs associated with the administration of this policy shall be provided by the Legislative Assembly of Saskatchewan.