

CPRS Policy on Harassment April 2019

Context

CPRS is responsible to ensure that its staff and members behave with integrity, in a professional and respectful manner with CPRS colleagues and clients across the country. To help meet that responsibility, CPRS has a code of professional standards for members. Within that code, section 3 notes:

“Members shall not engage in professional or personal conduct that will bring discredit to themselves, the Society or the practice of public relations.”

How professional associations respond to all forms of harassment including sexual harassment is relevant to CPRS and requires focused policy guidelines. Through its Policy on Harassment, CPRS communicates a zero-tolerance approach on all forms of harassment. The policy is communicated to all members.

Policy and Code of Conduct on Harassment

Purpose

The purpose of the CPRS Policy on Harassment is to ensure all members, staff, partners and other stakeholders they can learn, volunteer or work in an environment free of harassment. CPRS is committed to offer, at all times in its events and activities, a safe and positive environment.

The policy will be added to the CPRS’s Regulations.

Code of Conduct

The code of conduct regarding harassment applies to CPRS members’ conduct during any conference, seminar, webinar, board meeting, AGM, meeting or other event or activities associated with CPRS or any CPRS Local Society.

The code of conduct also applies to members’ conduct outside of CPRS business, activities or events when such conduct adversely affects relationships with CPRS or any Local Society.

A member who infringes the Code of Conduct may be subject to a complaint and to a sanction or penalty pursuant to the complaint management process defined in CPRS Regulations Part XII – National Judicial and Ethics Committee.

Responsibilities

CPRS members have a responsibility to:

1. Refrain from any behaviour that constitutes harassment, where harassment is defined as comments or conduct directed toward an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - Written or verbal abuse, threats, or outbursts
 - Bullying
 - Offensive or intimidating communications, including social media

- Use of social media to communicate or suggest harassment comments or conduct
 - Displaying or circulating offensive pictures
 - Psychological abuse
 - Discrimination
 - Any form of hazing
2. Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury, or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force.
3. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, request for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- Sexist jokes
 - Sexual violence
 - Display of sexually offensive material
 - Sexually degrading words used to describe a person Inquiries or comments about a person's sex life
 - Unwelcome flirtations, advances, requests, invitations or propositions
 - Inappropriate sexual touching, advances, suggestions or requests
 - Unwanted physical contact including touching, petting, pinching or kissing
 - Physical or sexual assault