



LEGISLATIVE ASSEMBLY MANAGEMENT COMMISSION
Minutes of a Meeting Held at
11:00 a.m., Monday, November 2, 2015
Room 254 Legislative Building

The meeting commenced at 11:02 a.m.

DECISIONS

Manitoba Legislative Assembly Policy on Addressing and Preventing Harassment

The Commission approved the Manitoba Legislative Assembly Policy on Addressing Harassment as outlined below:

Manitoba Legislative Assembly Policy on Addressing Harassment

Purpose: Members of the Legislative Assembly of Manitoba (MLAs) have both a special responsibility as well as a unique role as representatives in our democratic system. While our democracy both requires and encourages vigorous debate, it does not support behavior or actions that could be considered harassment.

The purpose of this policy is to ensure that all Members have a respectful, dignified and discreet way of dealing with issues of harassment that may occur between Members.

The policy applies only to the interaction between Members of the Legislative Assembly and does not replace or prevent any of the other existing mechanisms, either legal or quasi-judicial, from being accessed by Members.

Procedures and Options for Resolving Complaints

1. **Speaking With the Person Directly-** When a Member has a complaint against another Member, there is a long standing tradition within the Assembly that the two members in conflict meet to attempt to resolve the matter. However there is not an obligation that the individual who feels harassed speak first with the Member with whom the complaint exists.
2. **Filing a Complaint with the Speaker or with the Director of Human Resources for the Legislative Assembly-** An individual who feels harassed may file a complaint outlining the matter with the Speaker of the Assembly or the Director of Human Resources for the Legislative Assembly. The Director or the Speaker shall then meet with the Member who has filed the complaint separately and/or together with the Member for whom the complaint is against to try to resolve the matter. These meetings shall be confidential and on a without prejudice basis.



3. **Filing a Complaint**- If the matter has not been resolved through meetings with the Speaker or Director of Human Resources, a mediator, who is approved by both the Member bringing the complaint and the Member who the complaint is against, shall be appointed by the Speaker or the Director of Human Resources. The mediator shall work to try to resolve the conflict between the Members. The mediator may make recommendations to the Speaker or the Director, whomever the original complaint was filed with, as to what further actions to resolve the matter should be taken if necessary. This process shall be conducted in a confidential and on a without prejudice basis.
4. **Reporting**- Annually, the Speaker and the Director of Human Resources for the Legislative Assembly shall disclose confidentially to the Legislative Assembly Management Commission (LAMC) the number of complaints that have been received under this policy and at which stage they were resolved. They shall not however disclose the nature of the complaint or the individuals involved.
5. **Review**- This policy should be reviewed every second year by the Legislative Assembly Management Commission.

The meeting adjourned at 11:40 a.m.