

UNITED NATIVE FRIENDSHIP CENTRE POLICY AND PROCEDURE MANUAL

LATERAL VIOLENCE POLICY

CREATED: February 22, 2010

REVISED:

APPROVED: February 24, 2010

PURPOSE

Lateral Violence undermines our values of mutual respect, tolerance and goodwill. For this reason, the UNFC's goal is to create a workplace that is free from lateral violence.

Every UNFC employee and volunteer is entitled to a workplace free of lateral violence. The UNFC makes every reasonable effort to ensure that no UNFC employee or volunteer is subject to lateral violence or permitted to participate in lateral violence with anyone with whom they have a professional relationship, and that lateral violence is dealt with promptly and effectively, with the aim of maintaining a safe and suitable working environment.

DEFINITIONS

Lateral Violence is a form of violence that occurs when out of frustration an oppressed group turns on itself and begins to violate and harm each other.

Types of Lateral Violence include:

- Gossip - Blame - Shaming of others - Back Stabbing
- Family Feuds - Bloodism - Isolation - Sabotage
- Jealousy - Stealing written materials - Taking credit for other's work
- Put downs - Ostracism - Triangulation

“Worker” means an UNFC employee or volunteer

SCOPE

The roots of lateral violence can be found in colonialism, cultural oppression, unresolved trauma, forced change, historic trauma and learned helplessness.

The impacts of lateral violence within the workplace and community can be blaming, little or no volunteerism, no healthy communication, territorial, controlling behaviors, chaos, nepotism, quality of service diminished, judgmental and critical people, gossiping, undermining, sabotage, unrealistic, expectations, lack of accountability and no teamwork.

Ways to address lateral violence include educating staff and board ensuring a commitment to ending lateral violence, policy development, consequences, wellness sessions for staff to examine what is beneath lateral violence, communication training, and accountability measures for all staff.

This policy is applicable to all UNFC WORKERS, and extends to all those with whom they have professional relationships, internally or externally, including the UNFC Board of Directors, Friendship staff, other organizations, OFIFC, UNFC participants and UNFC members and community.

Even if no one is being directly targeted, lateral violence comments or conduct can poison the work environment, making it an uncomfortable place in which to work. This is also considered lateral violence.

This policy applies to any location in which Workers are engaged in work-related activities. This includes, but is not limited to, restaurants, hotels and meeting facilities that are being used for business purposes or social events.

EMPLOYERS COMMITMENT

The UNFC, its Board of Directors, and all Supervisors will take all complaints of lateral violence seriously.

The UNFC is committed to implementing this policy and ensuring it is effective in:

- _ preventing and stopping lateral violence; and
- creating a productive and respectful workplace

This commitment includes:

- informing all Workers of their rights and obligations
- training all persons necessary to implement this policy and procedure
- protecting Workers from reprisal or embarrassment for trying to stop or prevent lateral violence
- promptly taking the action necessary to stop and prevent lateral violence when it occurs or has occurred; and;
- conducting an annual review of the effectiveness of this policy and the procedure

Workers Duty

All UNFC Workers shall:

- refrain from causing or participating in any Lateral Violence; and
- cooperate with any person investigating a Lateral Violence complaint

Confidentiality

All UNFC workers are expected to adhere to the Confidentiality Policy in all matters.

As an employee or volunteer of the UNFC, I hereby acknowledge I have read, fully understand and agree to adhere to the UNFC' s Lateral Violence Policy, as documented above, and I have been provided with proper information.

NAME: _____ **DATE:** _____

POSITION: _____