

CIMS CODE OF ETHICS

CIMS upholds the right of every individual to be free from harassment of any kind, under the Ontario Human Rights Code

CIMS assures every individual either participating or visiting any program, sharing office space, or being an employee of or a member of the Board of Directors, either paid or as a volunteer, the protection of this right

CIMS recognizes the dignity and worth of each member of society. Everyone has the right to be treated with respect, courtesy and tact. CIMS will not accept the expression of prejudice and objectionable attitudes in our offices, work areas and outside programs

While the following is not a complete list, harassment may include:

- Verbal abuse
- Unwelcome remarks, jokes, taunting about a person's body
- Unwelcome invitations or requests, whether indirect or explicit, or intimidation
- Condescending behavior which undermines self-respect
- Leering and other gestures

- Unnecessary physical contact such as touching, punching
- Physical assault