



HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA

BOARD OF INTERNAL ECONOMY  
BUREAU DE RÉGIE INTERNE

# Statement

## Harassment Policy and Formal Complaints Process

**Ottawa – December 10, 2014** – The Honourable Andrew Scheer, Speaker of the House of Commons and Chair of the Board of Internal Economy, has announced that further to meetings held on November 18 and 25 and December 9, the Board approved the implementation of a harassment prevention policy that applies to Members and House Officers as employers and their employees and to Research Office employees.

The policy builds upon the framework previously implemented by the Board, namely access to *Finding Solutions Together*, a confidential program for informal conflict management resolution, as well as a *Harassment Prevention Program* that focuses on increasing awareness and proactively stopping potential harassment at its earliest stages.

The [House of Commons Policy on Preventing and Addressing Harassment](#) will come into effect immediately. The policy addresses prevention, processes for filing informal and formal complaints, investigating and reporting, appeals, and communicating findings. It also outlines the rights and obligations of the complainant and the respondent as well as the roles and responsibilities of all concerned parties. This policy is based on industry best practices and the policy currently in place for employees of the House Administration, which will facilitate its implementation within the parliamentary context.

The Board is confident that the policy adopted today places a priority on maintaining confidentiality and impartiality, and the paramount need to protect the rights of complainants and respondents.

Additionally, further to the Order of Reference, the Standing Committee on Procedure and House Affairs is now reviewing the impact on Members' conduct and disciplinary processes, within the context of parliamentary privilege.

Information sessions will be held for Members and their employees in support of the implementation of this framework.

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