

**1. Title of Resolution**

Sexual and Gendered Harassment in Libraries

**2. Rationale / Purpose for Resolution**

The purpose of this resolution is to make a position statement on sexual and gendered harassment in libraries. Sexual and gendered harassment is a human rights violation. The library profession puts high value on human rights and non-discrimination.

According to the BC Human Rights Code, sexual harassment is a form of discrimination. It includes treatment by a customer or client, co-worker, supervisor or employer. BC government factsheets say sexual harassment can include:

- unwelcome touching
- offensive jokes or remarks about women or men
- sexual requests or suggestions
- leering or staring
- unwelcome comments about a person's body
- showing sexual images
- comments not sexual in nature, but directed at a person because of their gender

**3. Prior History of this Resolution (IF ANY)**

This resolution has no prior history.

**4. Body of the Resolution (Action Proposed)**

Whereas the BC Human Rights Code recognizes sexual and gendered harassment as a form of discrimination;

Be it resolved that BCLA will support members by exploring and sharing opportunities for members to understand their rights when faced with sexual and gendered harassment.

Be it further resolved that BCLA will include a 2019 conference session focused on relevant legislation and best practises to support members' understanding and awareness.

**5. Initiating Individual, Section, Committee or Interest Group**

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**6 a. Mover's Name**

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**8. BCLA Sections / Committees / Interest Groups Consulted (IF ANY)**

n/a

**9. Endorsement by BCLA Sections / Committees / Interest Groups (IF ANY)**

n/a

**10. Fiscal Implications (IF ANY)**

Staff time

**11. If this resolution necessitates a change in an existing bylaw, state the bylaw and the change. If this resolution proposes a new bylaw, please state the new bylaw**

n/a

**12. If this resolution conflicts with an existing bylaw, state provisions for resolving the conflict.**

n/a

**13. If this resolution proposes a BCLA position statement, indicate the positions relation to libraries and library service.**

Resolution affirms rights that already exist by statute.