

## **2022-07 SECURITY FOR ALL MEMBERS OF THE CANADIAN ARMED FORCES AND LAW-ENFORCEMENT BODIES**

Whereas 1 women have joined the ranks of law-enforcement agencies and the Canadian Armed Forces for many decades, in spite of said agencies having been long identified as male bastions; and

Whereas 2 these agencies affirm that one of their primary roles is to protect everyone from harm; and

Whereas 3 there have been numerous charges of gender discrimination, ranging from sexual harassment to sexual assault by servicemen and police officers against their non-male identified colleagues; and

Whereas 4 Canada has signed onto and ratified numerous equality and justice-seeking UN Conventions; and

Whereas 5 The Canadian Charter of Rights and Freedoms includes protection from discrimination and harassment; and

Whereas 6 Canada has committed to do GBA + (Gender-based Analysis Plus) to ensure equality and justice for Canadians of all gender, sexual orientation, race, ethnicity or faith; therefore, be it:

Resolved 1: That the National Council of Women of Canada (NCWC), adopt as policy that all members of Canada's law enforcement agencies and the Canadian Armed Forces should expect to work in safe/secure workplaces, and enjoy mutually respectful working relationships with colleagues and superiors, regardless of gender, sexual orientation, race, ethnicity or faith; and be it further

Resolved 2: That NCWC urge the Government of Canada to ensure that all members employed or serving in law-enforcement agencies as well as the Canadian Armed Forces are provided safe/secure workplaces where mutually respectful working relationships free of discrimination, harassment, or assault are fostered among colleagues and with superiors, regardless of gender, sexual orientation, race, ethnicity, or faith; and be it further

Resolved 3: That NCWC urge the Government of Canada to establish an independent body with the mandate to develop protocols to receive and investigate complaints and allegations of discrimination, harassment and/or assaults based on gender, sexual orientation, race, ethnicity, or faith, occurring in the workplace;

Resolved 4: That NCWC urge Provincial and Local Councils of Women and other NCWC federates to raise concerns of discrimination, harassment, and assault and lack of protections regarding members serving in provincial, territorial, Indigenous, and local law-enforcement agencies and request an Ombudsperson's office