

Peterborough New Horizons Bands

Defamation Policy

Objective

The Peterborough New Horizons Bands (PNHB) is committed to providing an environment that is supportive of the self-esteem and dignity of every person within the organization. It is the organization's intent to ensure that there is a climate of understanding, cooperation and mutual respect. To be successful in this objective it is incumbent upon all members of the organization not to participate in or condone behaviour that constitutes defamation.

Definitions

In Canada defamation, libel and slander laws are the responsibility of the provinces.

Defamation is written or spoken injury to a person or organization's reputation.

Libel is the written act of defamation.

Slander is the oral (verbal or spoken) act of defamation.

Ref. www.canadianlawsite.ca

Policy

The PNHB will not tolerate defamation on its premises or during activities and functions organized under its auspices. This policy pertains to the behaviour of all PNHB staff, Directors, service providers and all members of the organization and volunteers.

Procedure

1. Individuals who believe themselves to be defamed, slandered, or libeled should immediately make their disapproval known to the person involved.
2. If the problem continues, it should be brought to the attention of the direct superior of the complainant (e.g. band or ensemble conductor), or the President of the Board of Directors who will investigate the complaint. This investigation may lead to the pursuit of an informal resolution and/or a formal complaint procedure, at the discretion of the complainant.
3. Wherever possible, informal resolution through mediation will be the preferred approach. However, a complainant may, at any stage, initiate a formal review process through submission of a complaint in writing to the PNHB Board of

Directors. If an offence is substantiated, disciplinary action up to and including dismissal of the staff/band member may occur.

4. If the party to the complaint is dissatisfied with the outcome of the complaint procedure, he/she may appeal in writing to the Board of Directors through the Board President.

5. If the complaint is against one or more members of the Board of Directors an outside mediator may be appointed.

6. Principles of natural justice will be upheld through these processes. Except for purposes of investigation, disciplinary action, or as required by law; complaints will be treated in confidence and the names of the complainant and respondent will not be disclosed.

Approved May 11, 2011

Secretary_____