



## Peterborough New Horizons Bands (PNHB)

**Policy Title:** Peterborough New Horizons Bands Defamation Policy

**Date Issued:** January 11, 2017

### Purpose

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

### 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.canadianlawsonline.ca](http://www.canadianlawsonline.ca)

### Procedure

1. If a member of the PNH B believes that he/she has been defamed, slandered, or libelled, he/she must immediately make their disapproval known to the person involved.
2. All members shall observe all PNH B by-laws and policies, including but not restricted to, the Community Respect and Harassment Policies. If any member is alleged to be in contravention of any of the PNH B by-laws or policies, the Board of Directors, or a committee thereof, shall investigate such contravention. The Board of Directors shall then meet with the member to determine the legitimacy of the complaint. If the Board of Directors cannot produce a result satisfactory to its by-laws and policies, the Board of Directors may levy such sanctions as it sees fit, including, but restricted to, the termination of such member's membership, whether at that, or at a later, time.
3. Each member has the right to retain his/her own agent or counsel, should he/she see fit. Upon the hearing before the Board of Directors, the said Board of Directors shall provide the member with a written summary (including names, addresses and telephone numbers) and a synopsis of what each of those witnesses is likely to say. This must be given to the member a minimum of two weeks prior to the hearing before the Board of Directors. If such agent or counsel is not able to attend at the hearing date, the Board of Directors may adjourn the hearing to a suitable time. Should it do so, then the member shall not carry on as a member, except with the express prior written consent of the Board of Directors.
4. As an interim measure, the Board of Directors may temporarily suspend and/or change the activities of the member at any time, which suspension and/or change may be challenged by the member alleged to have deviated from such by-law or policy.
5. It is anticipated that the provisions contained in Paragraph 3 will rarely be used. In most cases, such as in paragraph 4 of the Community Respect Policy, the summary procedure



## Peterborough New Horizons Bands (PNHB)

therein, and paragraphs and 2 and 4 shall govern, unless the member wishes the more formal procedure set out in paragraph 3 herein.

Date Issued: January 11, 2017

Signed \_\_\_\_\_  
Secretary