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<p><b>Effective Date:</b> October 4, 2016</p> <p><b>Signature:</b> <i>Sharon Lohn</i></p> <p><b>Review Date:</b> October 2019</p>	<p><b>New Policy</b> _____</p> <p><b>Revision:</b> Partial <u>  X  </u> Complete _____</p>
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**Applies To:** All Registered Nurses Association of the Northwest Territories and Nunavut [RNANT/NU] employees and it's members, as well as all individuals conducting business with the Association.

**Purpose:** To provide support for RNANT/NU employees who may experience abuse through their interactions with other employees of the Association, the Association's members, or individuals conducting business with the Association.

**Definitions:**

**Abuse** – Abuse can be defined as:


- a. Cruel, violent, or unfair treatment of someone, in a sexual, physical, or mental manner; and/or
- b. Rude and offensive words said to another person (Abuse, 2016).

**Policy:**

- (1) RNANT/NU employees have a right to a safe and respectful work environment. Any act of abuse directed toward RNANT/NU employees will not be tolerated. An Employee who feels they are experiencing abuse shall handle the situation by taking the following actions:
  - 1. Asking the individual to stop using abusive behaviour (e.g., language, actions).
  - 2. If the individual continues to use abusive behaviour, the employee may report the individual to the Executive Director.
  - 3. If the abusive behaviour continues after the individual is referred to the Executive Director, the Executive Director may:
    - a. Refer the individual to the RNANT/NU Professional Conduct Committee if the individual is a member of the Association; or
    - b. Refer the individual to the RNANT/NU Registrar if the individual is applying for registration with the Association; or
    - c. Contact the RCMP to report the incident if the individual is a general member of the public.
- (2) If an abusive individual is a member or is applying for membership with the Association and is being referred to either the Professional Conduct Committee or Registrar, their application for initial registration or renewal of registration with the Association may not be processed until the committee or Registrar has concluded their review of the incident.

**Conditions and Exceptions:**

None

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**Authority and Accountability:**

This policy is issued under the authority of the RNANT/NU Board of Directors and as governed by the Northwest Territories Nursing Profession Act (2003) and the Nunavut Nursing Act (1998). The Board of Directors has the authority to revise this policy as required.

The Executive Director is accountable to the Board of Directors, and ultimately to the membership, for the implementation of this policy and may delegate any related administrative tasks.

**History:**

This policy replaces Administration General Policy AG9: Zero Tolerance, revised May 2010.

**References:**

Abuse. (2016). *In Cambridge Dictionary online*. Retrieved from <http://dictionary.cambridge.org/>