



Blueberry River First Nations

PO Box 3009
Buick Creek BC V0C 2R0

Monday, April 10, 2017

ZERO TOLERANCE POLICY

The Blueberry River First Nations Band has zero tolerance for violence and threats of violence against staff members, members, non-members, and visitors to all Blueberry River Band Offices. To implement this policy and create a workplace where violence and threats of violence do not occur, the Band Office will work to prevent violence from occurring by:

- Providing training to ensure that people are aware what conduct is unacceptable;
- Encouraging all staff to report any incidents in which unacceptable conduct occurs; and
- Ensuring that office regulations, employment and human right laws, and criminal laws are fully enforced.

For the purpose of this policy, violence and threats of violence include, but are not limited to:

- Any act that intentionally brings about a harmful, offensive, or unwanted physical contact with another person;
- Any act that intentionally creates in another person an apprehension of harmful, offensive, or unwanted contact;
- Any unwanted physical or verbal conduct that offends or humiliates another person.
- Any threat, behavior or action which is interpreted by reasonable person to carry the potential to:
 - harm or endanger the safety of others;
 - result in an act of aggression; or
 - destroy or damage property

Alcoholic intoxication or illegal drug use at the Band Office will not be tolerated.

In the event that this policy is violated, Administration will take actions that may include, but are not limited to:

- Instruction to leave the office immediately;
- RCMP intervention;
- Band Office bans;
- Loss of access to services provided at the Band Office; and/or
- Criminal or other charges



Chief Marvin Yahey



Councillor Sherry Dominic



Councillor Wayne Yahey



Councillor Derek Greyeyes



Councillor Shawn Davis