

CORPORATE POLICY MANUAL

Section:	Social and Community Services Planning	10
Sub-Section:	Social & Community Services Planning - Issues	4720
Title:	ZERO TOLERANCE ON VIOLENCE AGAINST WOMEN	1

POLICY

The District of North Vancouver recognizes that violence is an insidious problem with devastating costs that affects all residents and that violence against any person is not acceptable. Moreover, the District recognizes that the group most at risk of being abused is women and that among women, the most vulnerable groups are visible ethnic minorities, aboriginal women, and women with disabilities.

For purposes of this policy, violence is defined as “an unjust or unwarranted exertion of force or power.” In its various forms it may include physical, sexual, emotional, verbal or financial abuse. Women are abused every day at home, in the workplace and on our streets. The District of North Vancouver, therefore, commits itself to ongoing efforts to oppose and eradicate violence against women in our community.

REASON FOR POLICY

To respond positively to the issue of violence against women in the community.

AUTHORITY TO ACT

Delegated to Staff

PROCEDURE

1. Community Commitment

The District of North Vancouver:

- recognizes that violence against women is a violation of a most basic human right to security of the person
- tolerates no amount of violence and regards the elimination of violence against women as an absolute priority
- does not condone any sexist practices and other forms of discrimination which encourage acts of violence against women
- recognizes that they have a responsibility to demonstrate leadership and to provide resources, including financial resources where possible, to achieve equality and to end violence
- supports collaborative initiatives that prevent violence from happening and that limit the harms from violence to both victims and the accused when it has occurred
- recognizes that the costly impact of violence on women can also be measured in terms of lost potential and damage to children

- asserts that victims must not be blamed or held responsible for the violence committed against them
- strives to eliminate barriers within local government and its operations that hinder the full participation and equal treatment of women
- ensures equality and equity in operations and systems including recruitment, promotion, service delivery and community consultation.

2. Staff Commitment

With respect to staff, the District of North Vancouver:

- provides all staff with on-going education and support in order to raise awareness on issues related to woman abuse, sexism, and racism
- enforces disciplinary procedures that effectively deal with local incidents of discrimination, abuse, and racism
- ensures that all municipal policies, practices and programs support women's safety.

Approval Date:	July 11, 1994	Approved by:	Executive Committee
1. Amendment Date:	December 11, 1995	Approved by:	Regular Council
2. Amendment Date:	August 26, 1996	Approved by:	Executive Committee
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