

## **POLICY: BULLYING AND HARASSMENT**

ALS Society of Canada expects all funded investigators and committee members to treat each other with dignity and respect. Bullying and harassment of any kind, in any context, is unacceptable.

When submitting an application, the host institution and applicant(s) should inform ALS Canada if any allegation of bullying or harassment has been upheld against the applicant(s) or any other person named on the application. Equally, applicants for volunteer and committee positions must disclose any allegations at the time of the application.

The host institution must notify ALS Canada at the earliest opportunity of any decision to investigate formally an allegation of bullying and harassment against an individual named on or supported by an active grant. Allegations of bullying and harassment should be investigated in an impartial, fair, and timely manner, ensuring the rights of individuals involved are protected, and appropriate action must be taken. Volunteers and committee members must also disclose any allegations while being an ALS Canada volunteer.