



UNITED JEWISH PEOPLE'S ORDER – Canada

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Welcome and thank you for beginning the UJPO-Toronto / UJPO Canada Membership Process. We are excited you are here and if you have any questions, please email Shayle Kilroy at info@ujpo.org. We are happy to help guide you through the process should you wish.

UJPO-Toronto / UJPO Canada Membership Process:

- a) Member applicants will be interviewed by the UJPO Membership Committee;
- b) Final membership decisions are made by UJPO-Toronto Board of Directors;
- c) Members have a responsibility to maintain membership in good standing and to protect privileges of membership by:
 - a. paying annual membership dues on time;
 - b. abiding by the UJPO Constitution and UJPO-Toronto By-laws as well as all governance documents of the organization.

UJPO-Toronto / UJPO Canada Membership Responsibilities:

UJPO-Toronto's policies and practices must reflect our commitment to ensuring that every member of the organization is treated equitably and respectfully. All members must be mindful that we all deserve to be treated with dignity and respect.

As members of the UJPO community, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment. Members and guests have every right to debate, disagree, and share their differences within the context of mutual reciprocity and respect.

Discriminatory speech and/or conduct that is racist, sexist, transphobic or homophobic hurts and divides us. So too, does discrimination on the basis of ability, age, class, religious association and ethnic origin. This includes political and/or ideological differences of opinion. Discrimination, harassment, verbal and or physical agitation focuses on our differences and reduces our capacity to work together on shared goals and objectives that the organization is committed to within our social justice and equity framework.

The Equity and Mutual Respect Statement is important, but to leave this as merely a matter of a statement of abstract principles alone is insufficient. UJPO-Toronto is committed to the principles of this statement. Where a member of the UJPO Community demonstrates a discriminatory or disruptive attitude within the community, that member will be held accountable by the leadership and if necessary, may be asked to engage in a conflict resolution process. In the spirit of this statement, all UJPO members are required to abide by its commitment to an equitable and respectful community.