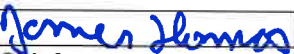




Halalt First Nation Zero Tolerance Policy

Signed: 25 day 08 month 2026 year.

 Chief	 Councilor	 Councilor	 Finance, Director
--	--	--	---

Contents

Zero Tolerance Policy	3
Purpose	3
Guiding Principles	3
First Nations Health Principles	3
Trauma-Informed Practice	3
Harm Reduction	3
Safety and Accountability	4
Scope	4
Zero Tolerance Behaviors	4
Right to Refuse Services	4
Sliding-Scale Determination of Service Refusal	4
Service Refusal Periods	5
Immediate Removal	5
Sliding-Scale Determination of Service Refusal	5
Contractor Awards for personal service	6
Assessment and Selection of Personal Contractors	6
Appeal Process	6
Right to Appeal	6
Appeal Review	7
Possible Appeal Outcomes	7
Appeal Communications	7
Reinstatement and Conditions	7
Commitment	7
Related HHS Policies	7
Appendix A	9
ZERO TOLERANCE	9

Zero Tolerance Policy

Walking together and Generating Opportunities

Purpose

This Halalt First Nation Zero Tolerance Policy exists to maintain a safe, respectful, and culturally grounded environment for employees, patients, Elders, knowledge-holders, volunteers, and the broader community, while recognizing the impacts of intergenerational trauma, colonialism, systemic inequities, and lived experience.

Guiding Principles

This Halalt First Nation (HFS) Policy is applied in alignment with the following principles:

First Nations Health Principles

- Snuw'uy'ulh
- Respect for First Nations self-determination, culture, and ways of knowing
- Relational accountability and community wellness
- Balance of physical, emotional, mental, and spiritual safety
- Honoring Elders, families, and community support

Trauma-Informed Practice

Halalt First Nation recognizes that many behaviors arise from trauma. Responses will:

- Prioritize safety and dignity
- Use the least punitive response possible
- Avoid re-traumatization
- Focus on understanding, accountability, and healing when appropriate

Harm Reduction

- Behavior concerns are addressed without judgment
- Support and de-escalation are prioritized over punishment
- Service refusal is used only when necessary to protect safety

Safety and Accountability

Zero tolerance does not mean zero compassion. Safety and accountability remain essential.

Scope

This Policy applies to all individuals accessing services or interacting with the organization, including patients, members of all ages, visitors, family members, contractors, internal and external partners, and employees.

Zero Tolerance Behaviors

The following behaviors may result in refusal or suspension of Halalt First Nation services:

- Violence or threats of violence
- Harassment, intimidation, or bullying
- Mob mentality
- Verbal abuse, yelling, or aggressive language
- Hate-based or discriminatory behavior
- Sexual harassment or inappropriate conduct
- Social media postings, gossip, retaliation, slander
- Damage to property
- Possession or use of weapons
- Persistent non-compliance that puts others at risk

Right to Refuse Services

The organization reserves the right to refuse or suspend services based on severity, frequency, and risk, while considering cultural context, intent, and individual circumstances.

Sliding-Scale Determination of Service Refusal

Service refusal under this policy operates on a sliding scale from 1 month to 1 year.

The Chief and Council retain the authority to determine where an infraction falls within this range based on a holistic assessment of:

- Severity of the behavior
- Frequency and pattern of incidents
- Level of safety risk to employees, clients, and community
- Intent and accountability demonstrated
- Cultural, health, trauma, and systemic considerations

- Previous warnings or service refusals

Service Refusal Periods

1 Month Refusal

- First-time minor incidents
- Raised voices, disrespectful language
- Failure to follow directions after support and warning

3 Month Refusal

- Repeated minor incidents
- Ongoing harassment or intimidation
- Escalating verbal aggression

6 Month Refusal

- Serious threats
- Repeated violations after prior refusals
- Property damage
- Behavior causing fear or emotional harm

1 Year Refusal

- Physical violence
- Hate-based or sexualized harm
- Weapon involvement
- Behavior presenting immediate or ongoing safety risk

Immediate Removal

When safety is at risk, individuals may be immediately removed and services suspended without prior notice.

Sliding-Scale Determination of Service Refusal

Service refusal under this policy operates on a sliding scale from 1 month to 1 year.

The Chief and Council retain the authority to determine where an infraction falls within this range based on a holistic assessment of:

- Severity of the behavior

- Frequency and pattern of incidents
- Level of safety risk to staff, clients, and community
- Intent and accountability demonstrated
- Cultural, health, trauma, and systemic considerations
- Previous warnings or service refusals

Contractor Awards for personal service

Assessment and Selection of Personal Contractors

When personal contractors are required to deliver services, the Director of Operations, Chief and Council has the authority to conduct an assessment to ensure services are provided in a culturally safe, trauma-informed, and harm-reduction-aligned manner.

As part of an assessment process for contractors or others that have been deemed “not in good standing,” to re-develop a respectful relationship the Director, Chief and Council may:

- Collect up to three (3) quotes for the required service, where feasible
- Contractors must demonstrate the ability to maintain and uphold strict confidentiality.
- Contractor may be required to submit references
- Review of qualifications, experience, availability, and cost
- Assess the contractor’s demonstrated ability to work respectfully with First Nations communities
- Consider cultural humility, community relationships, and alignment with Halalt First Nations principles
- Criminal Record Check and Flu Shot are mandatory

The Director, Chief and Council has the discretion to determine the most appropriate and culturally safe contractor, recognizing that the lowest cost may not always align with safety, quality, or community wellness. Decisions will prioritize the well-being, dignity, and safety of patients, employees, and community members.

Appeal Process

Recognizing that people deserve fairness, voice, and relational accountability, an appeal process is available.

Right to Appeal

- Individuals may appeal a service refusal within 14 working days of notification.
- Appeals must be submitted in writing, verbally, or with support (e.g., advocate, family member, Elder).

Appeal Review

- Appeals will be reviewed by designated leadership, and where appropriate, with cultural or clinical advisors.
- Reviews will consider:
 - Individual context and lived experience
 - Trauma, health, and systemic factors
 - Accountability taken and willingness to repair harm
 - Safety of all parties
 - Conflict of Interest

Possible Appeal Outcomes

- Refusal period upheld
- Refusal period shortened
- Refusal period extended
- Conditional reinstatement
- Referral to support or mediation

Appeal Communications

Appeal decisions will be communicated respectfully, clearly, and promptly based on the context of the issues.

Reinstatement and Conditions

At the end of a refusal period, services may be considered for resumption with conditions such as:

- Behavior agreements
- Support planning or referrals
- Probationary period
- Gradual or supervised reentry

Commitment

The organization commits to:

- Applying this policy consistently and fairly
- Supporting employees in trauma-informed enforcement
- Centering safety while promoting healing, learning, and reconnection where possible

Related Halalt First Nation Policies

1. Governance Policy
2. Halalt Personnel Policy
3. Federal Legislation: Workplace Harassment and Violence Prevention Act.
4. Provincial Legislation: Work Safe BC rules

Appendix A

ZERO TOLERANCE



Zero Tolerance

Halalt First nation is committed to working together as one heart and one mind on providing a Safe, Healthy, Respectful Environment for all community and Staff.

Halalt First Nation has Zero Tolerance for any form of Violence in the workplace; which, includes Harassment, bullying, threats, lateral violence and improper activity or behavior.

Huy tseep q'u for your cooperation.

In accordance to our “Violence in the Workplace Policy” we reserve the right to take appropriate measures; which, may include but is not limited to the following: requiring you to leave, take legal action or refusing the right to serve you if the policy is violated.

