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## **OMBUDS PROGRAM**

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CUPE BC is committed to creating a union that is inclusive, welcoming and free from harassment, discrimination and all types of bullying and intimidation. There are Ombuds people on-site at the CUPE BC Convention to try to resolve complaints about behaviour that is not consistent with the Equality Statement or the Code of Conduct. CUPE Ombuds people are staff and members who represent the diversity of our membership. They are neutral people who are trained to listen and help resolve conflicts that arise out of the Code of Conduct to ensure that delegates can participate safely for the duration of the event. They can also raise systemic concerns to event organizers.

Speaking to an Ombudsperson is entirely **confidential**.

Phone number: **604-376-6876**

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## **ELDER SUPPORT**

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In addition, delegates are encouraged to reach out for confidential, one-on-one support from an Elder and/or a trained ombudsperson by calling **604-376-6876**.

## RECHARGE SPACE

CUPE BC recognizes that some discussions at Convention may be triggering, overwhelming, and/or overstimulating. The **Recharge Space** is a quiet space where delegates may step away from Convention if needed (location: Sidney room, Level 2 – see map).

Delegates who require a private space for a religious or spiritual activity may make a request in-person at the Convention Office in the View Royal room (Level 2).

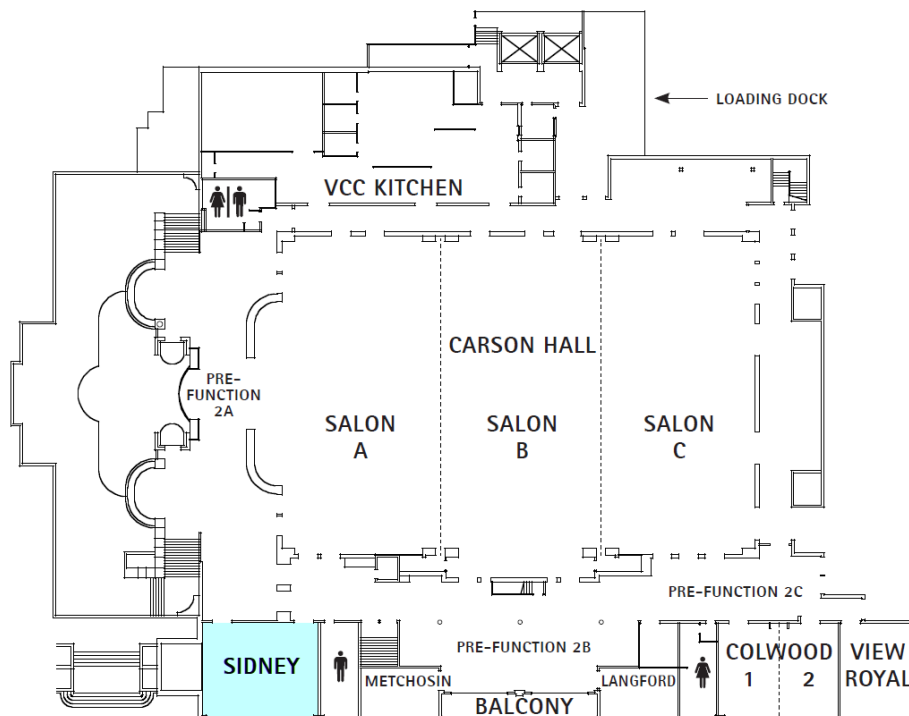
### RECHARGE SPACE HOURS

**Wednesday, April 26**  
**7:00pm – 9:00pm**

**Thursday, April 27**  
**9:00am – 4:00pm**

**Friday, April 28**  
**9:00 am – 4:00pm**

**Saturday, April 29**  
**10:00am – 4:00pm**



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## **CUPE BC 2023 CONVENTION GENDER-NEUTRAL WASHROOMS**

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Each floor in the **Victoria Conference Centre** has one men's and women's washroom. Level 2 also has one **gender-neutral washroom** facility, located in **Pre-function 2A**. All five washrooms have button-operated automatic doors for wheelchair accessibility.

The **Fairmont Empress Hotel** has one gender-neutral washroom located by the Lower Level (LL) stairwell. If accessing the Empress from the Victoria Conference Centre, please descend one level to access the gender-neutral washroom facility.

The **Crystal Garden** has one gender-neutral washroom on both the lower and upper floors beside the men's and women's washrooms.

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## **LOCATION**

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For the locations of all gender-neutral washrooms, please review the venue maps in the *Other* tab of your 2023 Convention binder.