

BOARD OF DIRECTORS BY-LAWS

A By-Law relating generally to the transactions of the affairs of

NEW STARTS FOR WOMEN INC

BE IT ENACTED as a by-law of NEW STARTS FOR WOMEN INC as follows:

HEAD OFFICE

1. The Head Office of the Corporation shall be in the Municipality of Red Lake, in the Province of Ontario, and at such place therein as the directors may from time to time determine. The Corporation shall serve the areas within the Municipality of Red Lake, Township of Ear Falls, and all First Nation Territories within our catchment area.

SEAL

2. The seal, an impression whereof is stamped in the margin thereof, shall be the corporate seal of the corporation.

BOARD OF DIRECTORS

- 3.0 The affairs of the Corporation shall be managed by a board of seven directors, each of whom at the time of election or within 10 days thereafter and throughout their term of office shall be a member of the corporation. Each director shall be elected to hold office for a 2 year term. The election may be by a show of hands unless a ballot be demanded by any member. The members of the Corporation may, by resolution passed by at least two thirds of the votes cast at a general meeting of which notice specifying the intention to pass such resolution has been given, remove any director before the expiration of their term of office, and may, by a majority of votes cast at that meeting, elect any person in their stead for the remainder of their term.

3.1 QUALIFICATIONS OF DIRECTORS

Each Director shall be at least eighteen (18) years of age and shall be a member New Starts for Women Inc. at the time of their election. No Director shall be a relative of any paid staff. The Executive Director shall be an ex officio, non-voting member of the Board of Directors.

3.2 APPOINTMENT OF DIRECTORS

A person who is elected or appointed a Director must:

- i) be present at the meeting where they were elected or appointed and did not refuse to act as Director; or
- ii) consent to act as Director in writing before their election or appointment or within ten (10) days thereafter.

A person who is elected or appointed as Director and refuses under clause i) or fails to consent under clause ii) shall be deemed not to have been elected or appointed as a Director.

CONFLICT OF INTEREST

4.0 FIDUCIARY RELATIONSHIP

Every Director is in a fiduciary relation with the Shelter and is under an obligation to act in the utmost good faith towards the Shelter in their dealings with it or on its behalf. No Director shall place themselves in a position where there is a conflict between their duties as a Director and their other interests.

Every Director who is in any way directly or indirectly interested in an existing or proposed contract, transaction or arrangement with the Shelter or who otherwise has a conflict of interest, shall declare their interest fully at a meeting of the Directors, and shall refrain from discussion and voting in respect of the matter on which they have declared a conflict. Every disclosure of interest shall be recorded in the minutes of the meeting.

4.1 EMPLOYMENT

No Director may apply for employment with New Starts for Women Inc. during the time they are a member of the Board and/or for a period of (1) year after their resignation from the Board. No member of the New Starts for Women Inc. may become a Director if they have been a paid employee of New Starts for Women Inc. during the period one (1) year prior to their nomination.

4.2 DECIDING IF A CONFLICT OF INTEREST EXISTS

The following definition must be applied when determining if there is a conflict:

A conflict of interest is a situation where the other personal or business interests of a party are in conflict with the best interest of the corporation. A conflict of interest may occur when a party, or one of its family members, gives or receives a direct or indirect personal gain or benefit or a direct or indirect advantage or privilege.

4.3 AVOIDING CONFLICT OF INTEREST

The Board must closely monitor its relationships, contracts, arrangements and agreements to avoid any situation or circumstance that may result in a conflict of interest.

In addition, the Board must also make sure that it avoids perceived conflicts of interest. This occurs when an informed person, having considered the situation, thinks it possible that a person acting for the corporation served their own interests rather than the best interest of the corporation. These responsibilities extend to all Directors, Officers, and staff of the corporation. The Board will make sure that parties acting on its behalf or providing goods or services to the corporation are not involved in a conflict of interest situation.

Contracts or agreements must contain a clause allowing the corporation to terminate without penalty for failure to comply with its Conflict of Interest policies.

4.4 DECLARATIONS

All current and prospective Directors, Officers and employees must declare a conflict of interest to the Board. They must also declare any time in the future when they believe that a conflict of interest may exist. Declarations will be noted in board meeting minutes.

4.5 BOARD PROCEDURES

When a potential conflict of interest is raised before or during a board meeting:

The Board must decide if there is an actual or perceived conflict of interest;

If a conflict of interest is determined, the involved party(ies) must not participate in any decision making on the conflict of interest in question. (OPTION: This may mean the party(ies) must leave the meeting(s) while the item is under discussion.);

If the conflict of interest is avoided (not entered into), the minutes must show this. The minutes must show any resolution with which the Board decided to proceed.

4.6 FAMILY RELATIONSHIPS

No Director is to be a relative of any paid staff. Should a Director seek appointment/election to the Board, they must declare that they are not related to any paid staff person. Should an employee be hired who is a relative of a Director, that Director will resign from the Board of Directors.

No Director is to be a spouse, common-law spouse, or same sex partner of any other Director. No Director should be a relative of any other Director, with relative defined as a child, stepchild, mother or father.

4.7 CONFIDENTIALITY

No Director shall use their position to obtain confidential information, either from shelter records or employees, beyond what are routinely provided to all Directors at regular meetings of the Board.

VACANCIES, BOARD OF DIRECTORS

5. Vacancies on the board of directors, however caused, may, so long as quorum of directors remain in office, be filled by the directors from the qualified members of the Corporation, if they shall see fit to do so, otherwise such vacancy shall be filled at the next annual meeting of the members at which the directors for the ensuing year are elected, but if there is not a quorum, of directors, the remaining directors shall forthwith call a meeting of the members to fill the vacancy. If the number of directors is increased between the terms, a vacancy or vacancies, to the number of the authorized increase, shall thereby be deemed to have occurred, which may be filled in the manner above provided.

QUORUM AND MEETINGS, BOARD OF DIRECTORS

6. The presence of fifty percent of the filled board positions shall be necessary to form a quorum for the transaction of business. Except as otherwise required by law, the board of directors may hold its meetings at such place or places as it may from time to time determine. No formal notice of any such meeting shall be necessary if all the directors are present, or if those absent have signified their consent to the meeting being held in their absence. Directors' meetings may be formally called by the Chairperson or Vice-Chairperson, or by the Secretary on direction of the Chairperson or Vice-Chairperson, or by the Secretary on direction in writing of two directors. Notice of such meetings shall be delivered, telephoned, facsimiled or electronically delivered to each director not less than one day before the meeting is to take place. The statutory declaration of the Secretary or Chairperson that notice has been given pursuant to this by-law

shall be sufficient and conclusive evidence of the giving of such notice. The board may appoint a day or days in any month or months for regular meetings at any hour to be named and of such regular meeting no notice need be sent. A directors' meeting may also be held, without notice, immediately following the annual meeting of the Corporation. The directors may consider or transact any business either special or general at any meeting of the board.

ERRORS IN NOTICE, BOARD OF DIRECTORS

7. No error or omission in giving such notice for a meeting of directors shall invalidate such meeting or invalidate or make void any proceedings taken or had at such meeting and any director may at any time waive notice of any such meeting and may ratify and approve of any or all proceedings taken or had thereat.

VOTING, BOARD OF DIRECTORS

8. Questions arising at any meeting of directors shall be decided by a majority of votes. In case of an equality of votes, the Chairperson, in addition to their original vote, shall have a second or casting vote. All votes at such meeting shall be taken by ballot if so demanded by any director present, but if no demand be made, the vote shall be taken in the usual way by assent or dissent. A declaration by the Chairperson that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of the votes recorded in favour of or against such resolution. In the absence of the Chairperson, their duties may be performed by the Vice-Chairperson or in the absence by such other director as the board may from time to time appoint for the purpose.

POWERS

9. The directors of the Corporation may administer the affairs of the Corporation in all things and make or cause to be made for the Corporation, in its name, any kind of contract which the Corporation may lawfully enter into and, save as hereinafter provided, generally, may exercise all such other powers and do all such other acts and things as the Corporation is by its character or otherwise authorized to exercise and do.
Without in any way, derogating from the foregoing, the directors are expressly empowered, from time to time, to purchase, lease or otherwise acquire, alienate, sell, exchange or otherwise dispose of shares, stocks, rights, warrants, options and other securities, lands, buildings and other property, moveable or immovable, real or personal, or any right or interest therein owned by the Corporation, for such consideration and upon such terms and conditions as they may deem advisable.

REMUNERATION OF DIRECTORS

10. The directors shall receive no remuneration for acting as such.

OFFICERS OF CORPORATION

11. There shall be a Chairperson, a Vice-Chairperson, a Secretary/Treasurer and such other officers as the board of directors may determine by by-law from time to time. One person may hold more than one office except the officers of Chairperson and Vice-Chairperson. The Chairperson and Vice-Chairperson shall be elected by the board of directors from among their number at the first meeting of the board after the annual election of such board of directors, provided that in default of such election the then incumbents, being members of the board shall hold office until

their successors are elected. The other officers of the Corporation need not be members of the board and in the absence of written agreement to the contrary, the employment of all officers shall be settled from time to time by the board.

DUTIES OF CHAIRPERSON AND VICE-CHAIRPERSON

12. The Chairperson shall, when present, preside at all meetings of the members of the Corporation and of the board of directors. The Chairperson shall also be charged with the general management and supervision of the affairs and operations of the Corporation. The Chairperson with the Secretary or the other officer appointed by the board for the purpose shall sign all by-laws and membership certificates. During the absence or inability of the Chairperson, their duties and power may be exercised by the Vice-Chairperson. If the Vice-Chairperson, or such other director as the Board may from time to time appoint for the purpose, exercises any such duty or power, the absence or inability of the Chairperson, or the Vice-Chairperson, as the case may be, shall be presumed with reference thereto.

DUTIES OF SECRETARY/TREASURER

13. The Secretary/Treasurer or person performing the usual duties shall be ex officio clerk of the board of directors. They shall attend all meetings of the board of directors. They shall attend all meetings of the board of directors and record all facts and minutes of all proceedings in the books kept for that purpose. They shall give all notices required to be given to members and directors. They shall be the custodian of the seal of the Corporation and of all books, papers, records, correspondence, contracts and other documents belonging to the Corporation which they shall deliver up only when authorized by a resolution of the board of directors to do so and to such person or persons as may be named in the resolution, and they shall perform such other duties as may be named in the resolution, and they shall perform such other duties as may from time to time be determined by the board of directors. The Secretary/Treasurer, or person performing the usual duties, shall keep full and accurate accounts of all receipts and disbursements of the Corporation in proper books of account and shall deposit all moneys or other valuable effects in the name and to the credit of the Corporation in such bank or banks as may from time to time be designated by the board of directors. They shall disburse the funds of the Corporation under the direction of the board of directors, taking proper vouchers therefore and shall render to the board of directors at the regular meeting thereof or whenever required of them, an account of all transactions as Treasurer, and of the financial position of the Corporation. They shall also perform such other duties as may from time to time be determined by the board of directors.

DUTIES OF OTHER OFFICERS

14. The duties of all other officers of the Corporation shall be such as the terms of their engagement call for or the board of directors requires them.

EXECUTION OF DOCUMENTS

15. Deeds, transfers, licenses, contracts and engagements on behalf of the Corporation shall be signed by either the Chairperson or Vice-Chairperson and by the Secretary/Treasurer, and the Secretary/Treasurer shall affix the seal of the Corporation to such instruments as require the same.

Contracts in the ordinary course of the Corporation's operations may be entered into on behalf of the Corporation by the Chairperson, Vice-Chairperson, Secretary/Treasurer or by any person authorized by the board.

The Chairperson, Vice-Chairperson, the directors, Secretary/Treasurer, or any one of them, or any persons from time to time designated by the board of directors may transfer any and all shares, bonds or other securities from time to time standing in the name of the Corporation in the individual or any other capacity or as trustee or otherwise and may accept in the name and on behalf of the Corporation transfers of shares, bonds or other securities from time to time transferred to the Corporation, and may affix the corporate seal to any such transfers or acceptances of transfers, and may make, execute and deliver under the corporate seal any and all instruments in writing necessary or proper for such purposes, including the appointment of an attorney or attorneys to make or accept transfers or shares, bonds or other securities on the books of any company or corporation.

Notwithstanding any provisions to the contrary contained in the by-laws of the Corporation, the board of directors may at any time by resolution direct the manner in which, the person or persons by whom, any particular instrument, contract or obligation of the Corporation may or shall be executed.

BOOKS AND RECORDS

16. The directors shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any statute or law are regularly and properly kept.

MEMBERSHIP

17.0 CLASSES OF MEMBERSHIPS:

New Starts for Women Inc. has three classes of membership; regular voting, honorary voting, and non-voting.

17.1 MEMBERS:

Any person may be a regular voting member, once approved by the Board of Directors at the Annual General Meeting.

Regular Voting

Who is an individual eighteen years of age, is committed to the values, philosophy and objectives of New Starts for Women Inc. and resides in the Red Lake District.

Who pays the annual membership dues and name appears on the membership list kept by the New Starts for Women Inc.

Honorary Voting

The Board may by resolution, nominate any person eighteen (18) years of age or over who has given distinguished service to the Shelter, or whom the Board otherwise deems appropriate, as an honorary member of the Shelter. Upon accepting the Board's nomination, the nominee becomes an honorary member of the Shelter with voting privileges.

Non-Voting

Paid staff of the corporation who pay the annual membership dues, should they wish to become members, will be non-voting.

17.2 TERMINATION OF REGULAR VOTING MEMBERSHIP

A regular membership in the Shelter is not transferrable and automatically terminates:

- i) If the member resigns as a member of the Shelter or dies;
- ii) If the person fails to pay the \$5.00 annual membership renewal prior to the Annual General Meeting;
- iii) If the person's membership is not approved by the Board of Directors at the Annual General Meeting;
- iv) If a person ceases to reside in the Red Lake District;
- v) If the Board determines that a person's membership requires termination, for any reason, the member will be notified, in writing, and will be invited to attend the next Board meeting to be heard, should the member wish to discuss and/or dispute the termination. The member will be given at least fifteen (15) days notice prior to the next meeting of the Board of Directors.

17.3 ELIGIBILITY FOR OFFICE

Except as limited in Section 4, of this by-law, each regular and honorary member is eligible for election to the Board and election or appointment, as the case may be, to other offices of the Shelter, with the exception of paid staff of New Starts for Women Inc., following their successful application and interview by the Board of Directors. Any member interested in serving on the Board of Directors must submit an application, consisting of a letter, resume, three references, and a vulnerable persons sector check, and will be interviewed by the Board of Directors. If successful, their name will be put forward by the Board as a Slate of Directors to be presented at the Annual General Meeting. Once elected to the Board of Directors, the member may then be elected to serve as an Officer of the Shelter when nominations are held at the first meeting of the Board, immediately following the Annual General Meeting.

DUES

18. Each member of the Corporation shall pay annual dues. The membership dues shall be \$5.00 annually or such other amount as shall be determined from time to time by resolution of the board of directors. A member who pays membership dues shall not be entitled to vote at any annual meeting of the Corporation unless the annual dues have been paid 30 days prior to the annual meeting.

ANNUAL AND OTHER MEETING OF MEMBERS

- 19.0 The annual or any other general meeting of the members shall be held at the head office of the Corporation or elsewhere in Ontario as the board of directors may determine and on such day as the said directors shall appoint.

At every annual meeting, in addition to any other business that may be transacted, the report of the directors, the financial statement and the report of the auditors shall be presented and directors elected as necessary and auditors appointed for the ensuing year. The members may consider and transact any business either special or general without any notice thereof at any meeting of the members. The board of directors or the Chairperson or Vice-Chairperson shall

have power to call at any time a general meeting of the members of the Corporation. No public notice nor advertisement of members' meetings, annual or general, shall be required, but notice of the time and place of every such meeting shall be given to each member by sending the notice by prepaid mail, facsimile or electronic delivery, ten days before the time fixed for the holding of such meeting; provided that any meetings or members may be held at any time and place without such notice if all the members of the Corporation are present thereat or represented by proxy duly appointed, and at such meeting any business may be transacted which the Corporation at annual or general meetings may transact.

19.1 ERROR OR OMISSION IN NOTICE

No error or omission in giving notice of any annual or general meeting or any adjourned meeting, whether annual or general, of the members of the Corporation shall invalidate such meeting or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting and may ratify, approve and confirm any or all proceedings taken or had threat. For the purpose of sending notice to any member, director or officer shall be their last address recorded on the books of the Corporation.

19.2 ADJOURNMENTS

Any meetings of the Corporation or of the directors may be adjourned to any time and from time to time such business may be transacted at such adjourned meetings as might have been transacted at the original meeting from which such adjournment took place. No notice shall be required of any such adjournment. Such adjournment may be made notwithstanding that no quorum is present.

19.3 QUORUM OF MEMBERS

A quorum for the transaction of business at any meeting of members shall consist of 50% of the filled Board positions. Quorum will be based on the number of positions currently filled on the Board of Directors. Members present in person or represented by proxy; provided that in no case can any meeting be held unless there are two members present in person.

19.4 VOTING MEMBERS

Subject to the provisions, if any, contained in the Letters Patent of the Corporation, each member of the Corporation shall at all meeting of members be entitled to vote and they may vote by proxy. Such proxy need not them self be a member but before voting shall produce and deposit with the Secretary/Treasurer sufficient appointment in writing from their constituent or constituents. No member shall be entitled either in person or by proxy to vote at meetings of the Corporation unless they had paid all dues or fees, if any, then payable to them.

At all meetings of members every question shall be decided by a majority of votes of the members present in person or represented by proxy unless otherwise required by the by-laws of the Corporation, or by-law. Every question shall be decided in the first instance by a show of hands, every member having voting rights shall have one vote, and unless a poll be demanded a declaration by the Chairperson that a resolution has been carried or not carried and an entry to that effect in the minutes of the Corporation shall be admissible in evidence as prima facie proof of the facts without proof of resolution. The demand for a poll may be withdrawn, but if a poll be demanded and not withdrawn the question shall be decided by a majority of votes given by the members present in person or by proxy, and such poll shall be deemed the decision of the Corporation in general meeting upon the matter in question. In case of equality of votes at any

general meeting, whether upon a show of hands or at a poll, the Chairperson shall be entitled to a second or casting vote.

FINANCIAL YEAR

20. Unless otherwise ordered by the board of directors, the fiscal year of the Corporation shall terminate on the 31st day of March in each year.

CHEQUES, ETC.

21. All cheques, bills of exchange or other orders of payment of money, notes or other evidence of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of "the Corporation and in such manner as shall from time to time be determined by resolution of the board of directors and any one of such officers or agents may alone endorse notes and drafts for collection on account of the Corporation through its bankers, and endorse notes and cheques for deposit with the Corporation's bankers for the credit of the Corporation, or the same may be endorsed "For collection" or "for deposit" with the bankers of the Corporation using the Corporation's rubber stamp for the purpose. Any one of such officers or agents so appointed may arrange, settle, balance and certify all books and accounts between the Corporation and the Corporation's bankers and may receive all paid cheques and vouchers and sign all the bank's forms or settlement of balances and release or verification slips.

DEPOSIT OR SECURITIES FOR SAFEKEEPING

22. The securities of the Corporation shall be deposited for safekeeping with one or more bankers, trust companies or other financial institutions to be selected by the board of directors. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Corporation signed by such officer or officers, agent or agents of the Corporation, and in such manner, as shall from time to time be determined by resolution of the board of directors and such authority may be general or confined to specific instances. The institutions, which may be so selected as custodians, by the board of directors, shall be fully protected in acting in accordance with the directors of the board of directors and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

NOTICE

23. Any notice (which term includes any communication or document) to be given, sent, delivered or served pursuant to the Act, the Letters Patent, the by-laws or otherwise to a member, director, officer or auditor shall be sufficiently given if delivered personally to the person to whom it is to be given or if delivered to their recorded address or if mailed, or is sent to them at their recorded address by prepaid air or ordinary mail, or if sent to them at their recorded address by any means of prepaid transmitted or recorded communication. A notice so delivered shall be deemed to have been given when it is delivered personally or at the recorded address as aforesaid; a notice so mailed shall be deemed to have been given when deposited in a post office or public letter box; and a notice sent by any means of transmitted or recorded communication shall be deemed to have been given when dispatched or delivered to the appropriate communication company or agency or its representation for dispatch. The Secretary/Treasurer may change or cause to be changed the recorded address of any member, director, officer or auditor in accordance with any information believed to be reliable.

INDEMNIFICATION OF DIRECTOR AND OFFICERS

24. Every director or officer of the Corporation and every member of the Corporation and their heirs, executors and administrators shall from time to time and at all times be indemnified and saved harmless out of the funds of the Corporation from and against all costs, charges and expenses whatsoever which director, officer or member sustains or incurs in or about any action, suit, or proceedings which is brought, commenced or prosecuted against them, for or in respect of any act, deed, matter or thing whatsoever made, done or committed by them in or about the execution of the duties of their office and shall be further indemnified and saved harmless by the Corporation against all other costs, charges and expenses that they sustains or incurs in or about or in relation to the affairs thereof except such costs, charges or expenses as are occasioned by their own willful neglect or default or misfeasance.

COMMITTEES

- 25.0 There shall be a Nominating Committee and such other permanent and ad hoc committees as the Board may from time to time by by-law or resolution establish, having such powers and duties as the Board may determine. Except as otherwise provided in this by-law:

- i) The Chairperson of each committee must be a Director;
- ii) Other members of the committee must hold a membership with the Shelter, and should be a Director;
- iii) Members of the committee shall be appointed by the Committee Chairperson, upon approval of the Board;
- iv) Each committee shall keep records, shall report to the Board at regular intervals at any time upon request and shall be responsible to the Board.

25.1 TERMS OF REFERENCE

Each committee established by the Board shall consider, report and make recommendations to the Board on any matter referred to the committee by the Board.

25.2 DUTIES

The duties of each committee shall include, but not be limited to, all of the responsibilities assigned to it by the by-law.

The Board may at any time by resolution, assign additional responsibilities to a committee.

25.3 NOMINATING COMMITTEE

The Nominating Committee shall consist of two (2) Directors, one of which should be the Chairperson. Candidates running for office of Director must be in accordance with requirements of Section 3.1 of this by-law.

The Nominating Committee will fully explain to potential candidates their duties and responsibilities as Directors and shall obtain from each candidate the consent required under Section 3.2 of this by-law.

The Nominating Committee will interview each candidate to determine their understanding of women and child abuse from a feminist perspective (see Appendix A) Statement of Philosophy. If the committee is satisfied that the candidate shows this understanding, they will invite the candidate to put their name forward for election at the Annual General Meeting.

Each applicant will provide criminal record information to the Board of Directors. Each applicant must sign a New Starts for Women Inc. confidentiality document as a condition of them acting as a Director with the Shelter.

This information will be provided by candidates to the Chairperson of the Board of Directors prior to their name being added to the slate of candidates.

To be considered for Directorship, the Chairperson of the Board of Directors must receive a covering letter, resume and three personal references from applicants, forty five days prior to the Annual General Meeting.

Prior to the Annual General Meeting, the Nominating Committee shall prepare a slate bearing the names of all candidates running for Director. The Nominating Committee shall deliver this slate to the Board as a whole, at least thirty (30) days prior to the Annual Meeting.

BORROWING

26. The directors may from time to time:
- a) borrow money on the credit of the Corporation; or
 - b) issue, sell or pledge securities of the Corporation; or
 - c) charge, mortgage, hypothecate or pledge all or any of the real or personal property of the Corporation, including book debts, rights, powers, franchises and undertaking, to secure any securities or any money borrowed, or other debt, or any other obligation or liability of the Corporation.

From time to time the directors may authorize any director, officer or employee of the Corporation or any other person to make arrangements with reference to the moneys borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan thereof, and as to the securities to be given therefore with the power to vary or modify such arrangements, terms and conditions and to give such additional securities for any monies borrowed or remaining due by the Corporation as the directors may authorize and generally to manage, transact and settle the borrowing of money by the Corporation.

INTERPRETATION

- 27.0 "Shelter" means New Starts for Women Inc.
- 27.1 "Director" means member of the Board of Directors
- 27.2 "Executive Director" refers to the senior paid staff of the Agency

REPEAL OF PRIOR BY-LAWS

28. All prior by-laws, resolutions or other enactments of the Shelter inconsistent with these by-laws

are hereby repealed.

Passed by the board of directors and sealed with the corporate seal this 20th day of June 2018.

FINAL

**NEW STARTS FOR WOMEN INC.
WOMEN'S SHELTER
Statement of Philosophy**

- 1. It is a basic human right to live without fear of violence or abuse. All women have the right to live in safety and dignity, free from threat, intimidation and violence.***
- 2. Violence against women is a criminal offense. It is everyone's right to receive protection under the law, regardless of the relationship of the parties involved, or where the crime occurs.***
- 3. This crime transcends all classes, cultures, ethnic origins, marital status, sexual orientation, or geographic boundaries.***
- 4. We acknowledge that some groups of women in our society, such as economically disadvantaged, immigrant, First Nation, francophone and disabled women face a double oppression.***
- 5. Many forms of violence against women reflect patriarchal attitudes and the economic structure in our society.***
- 6. Children's lives are traumatized by exposure to violent environments. Their witnessing and normalizing of violence against women and abuse perpetuates the cycle. Their needs are specific and distinct from the needs of their parents.***

Violence and abuse against women is a crime and societal problem- not a private matter. Therefore, all levels of government and society must share responsibility to eliminate it. The solutions lie ultimately in changing values and behaviours so that the outcome is equality between men and women. A gender-based analysis of violence against women is essential to understand these inequalities. Adequate financial support of Shelters and services must be provided. Legislation and enforcement of the law must reflect the seriousness of the crime.