ANACLA NEWS
Volume 56

Receiving Anacla News

Would you like to receive Anacla News by email or pick up at Anacla office? Please tell us by filling out the online form (scan QR code) or call the Port Alberni Office at 250-723-0100 and ask for communications.

HUU-AY-AHT FIRST NATIONS

2023 Annual People's Assembly

SATURDAY, NOVEMBER 18

AWARD NOMINATIONS

Fill out the form on our website at www.huuayaht.org to nominate.

If you require help filling out the form please contact Communications at 250-723-0100

See registration on page 2



Zavier Kane
October 2

Carole Nookemus
October 10

Alec Frank
October 10

Jared Nookemus
October 10

Craig Charleson
October 12

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ANCIENT SPIRIT, MODERN MIND

2023 ANNUAL PEOPLE'S ASSEMBLY

Saturday, November 18 , 2023
Barclay Hotel
(4277 Stamp Ave. Port Alberni, BC)

REGISTRATION NOW OPEN!





Early bird registration deadline :
Thursday, October 5, 2023
Deadline for registration:
Wednesday, November 1, 2023

Early Bird Prize: $100

Early Bird Winner will recieve prize following attendance at the assembly

More details to come

To register, please visit our website and fill out the online form or scan the QR code.

https://huuayaht.org/2023-annual-peoples-assembly/

or call the Port Alberni Office for assistance to register:
250-723-0100



We have a question...

ANACLA CITIZENS

What day would you prefer a Community Engagement session about Anacla Community Safety and Community Development?

SUNDAY AFTERNOON	WEEKDAY EVENING

Please answer this question on our website poll at:
https://huuayaht.org/2023/09/anacla-community-engagement-poll/
or call and email communications at
250-723-0100, communications@huuayaht.org

OCTOBER 2023 COMMUNITY CALENDAR

Bamfield Community School Association

SUN	MON	TUE	WED	THU	FRI	SAT
8 Community Potluck HOH ~ 5pm	9 Thanksgiving Holiday - No School	10 Little Buddies Playtime BCS ~ 10 - 11:30 am After School Club BCS ~ 3 - 4:30 pm Prosthetic Mask-Making BCS ~ 6 - 8 pm Adult Basketball HOH ~ 7:30 - 9:30 pm	11 After School Club BCS ~ 3 - 4:30 pm Yoga with Jaslyn BCS ~ 5:15 - 6:15 pm	12 Youth Drop-In BCS ~ 3 - 4:30 pm Hockey HOH ~ 7:30 - 9:30 pm	13 Friday Night Chill BCS ~ 7 - 9:30 pm	14 Oysters Authors and Ales Literacy Fundraiser BMSC Rix ~ 5:30 - 10 pm
15	16 Adult Drop-In Dance/Flow Jam BCS ~ 6:30 - 8:30 pm Community Affairs Society Meeting Zoom ~ 6:30 pm	17 After School Club BCS ~ 3 - 4:30 pm Prosthetic Mask-Making BCS ~ 6 - 8 pm	18 After School Club BCS ~ 3 - 4:30 pm Yoga with Jaslyn BCS ~ 5:15 - 6:15 pm	19 Youth Drop-In BCS ~ 3 - 4:30 pm Hockey HOH ~ 7:30 - 9:30 pm	20 Pro-D - No School	21
22	23 Story Club BCS ~ 3 - 4:30 pm Adult Drop-In Dodgeball BCS ~ 6:30 - 8:30 pm	24 After School Club BCS ~ 3 - 4:30 pm Prosthetic Mask-Making BCS ~ 6 - 8 pm	25 After School Club BCS ~ 3 - 4:30 pm Yoga with Aneri BCS ~ 5:15 - 6:15 pm	26 Youth Drop-In BCS ~ 3 - 4:30 pm Hockey HOH ~ 7:30 - 9:30 pm	27 Monster Mash Family Halloween Extravaganza! BCS ~ 6 - 8:30 pm	28 Halloween Dance BVFD ~ 8 pm - 1 am

Huu-ay-aht Culture Nights

October 23
6-8 P.M.

House of Huu-ay-aht

ANACLA EVENTS

Reporting wrongdoings and criminal behaviours must be made to the RCMP. Huu-ay-aht receives a monthly incident report from the RCMP.

It is important that if you experience or witness a crime, to report it. It will show that more services are needing in our community.

Non-emergency Line:
250-723-2424
Emergencies:
9-1-1

Anacla

Child and Family Wellness

will be in community every Tuesday from 10 a.m. to 2 p.m.



Bamfield Road Update

October 2 - 7, 2023

Crews on the Bamfield Main Road have completed Chip Sealing. During the week of October 2 to 7, 2023, workers will remain on the road, sweeping, cleaning bridge decks, and removing berms.

pilot vehicle will still be used for some zones where crews will sweep. Please expect a maximum 15-minute delay.

Update: Time Change!

YOU ARE INVITED

BAMFIELD MAIN ROAD RECONCILIATION PROJECT

Join us to celebrate the completion of the Bamfield Main Chip Seal

Tuesday, October 10, 2023

House of Huu-ay-aht
Doors open at 11 a.m.
Event begins at 11:30 a.m.

Bring your Shawls & Drums!

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ANCIENT SPIRIT, MODERN MIND

BAMFIELD MAIN ROAD
Surfacing Project

OFFICES CLOSURES

Statutory Holiday

Monday, October 9, 2023

For Thanksgiving
Both Anacla and Port Alberni offices will re-open
on Tuesday, October 10, 2023, at 8:30 A.M.



Attention

The following materials on page 4 through 6, are two documents that are being implemented by Huu-ay-aht First Nations Government to help guide a healthy and safe environment.

Huu-ay-aht First Nations Guiding Principles

These principles guide us in everything we do, how we work together and with others, and how we build a healthy and safe work environment for all.

Everyone plays a role in creating a healthy & safe work environment.

Huu-ay-aht Guiding Principles are demonstrated in our workplace and in our performance by:

ʔiisaak- Respect	ʔuuʔałuk – Taking Care of	Hišuk ma c̓áwak – Everything is one
Greater Respect. Personal and collective respect for the community and its people, traditional knowledge, the natural world, the metaphysical world and other peoples and communities. **Leaders exemplify** ethical practices, professionalism, and personal integrity. They create respectful and trusting work environments where sound advice is valued. They encourage the expression of diverse opinions and perspectives while fostering collegiality. Leaders are self-aware and seek out opportunities for personal growth. **Demonstrate through:** • Holds self and the organization to the highest ethical and professional standards. • Models' commitment to citizen-focused service and the public interest • Implements practices to advance an inclusive, healthy organization, respectful of the diversity of people and their skills and free from harassment and discrimination. • Exemplifies impartial and non-partisan decision-making. • Engages in self-reflection and acts upon insights.	**Taking Care Of.** In this context, this is about taking care of present and future generations and the resources provided by the land, water, and the natural world. **Leaders are** deliberate and resourceful about seeking the widest possible spectrum of perspectives. They demonstrate openness and flexibility to forge consensus and improve outcomes. They bring a whole-of-government perspective to their interactions. In negotiating solutions, they are open to alternatives and skillful at managing expectations. Leaders share recognition with their teams and partners. **Demonstrate through:** • Builds and nurtures effective collaborative networks and relationships with communities, citizens, colleagues, and stakeholders. • Engages others to support horizontal initiatives. • Actively listens to understand the impact of issues and perspectives of others. • Implements strategies that enhance collaboration. • Acknowledges the contribution of others in achieving objectives.	**Everything is One.** A notion of the interconnected, interdependent, and reciprocal relationship between the people, the land, and the wider world(s) in a physical, spiritual and social sense. **Leaders define** the future and chart a path forward. They are adept at understanding and communicating context, factoring in the economic, social, and cultural environment. Intellectually agile, they leverage their deep and broad knowledge, build on diverse ideas and perspectives, and create consensus around compelling visions. Leaders balance the First Nations' and Western Society's views to improve outcomes for Huu-ay-aht. **Demonstrate through:** • Bringing forward both sides to create a strong vision for everyone. • Informs decisions through an understanding of the whole environment. • Engages others to translate implementation strategies into concrete objectives. • Communicates with clarity and conviction. • Implements strategies that respond to organizational priorities that improve outcomes for Huu-ay-aht.

GUIDE – WHAT IS HARASSMENT AND VIOLENCE?

The following are visual representations of the range of behaviour that may qualify as harassment and violence. The following is a non-exhaustive list.

Harassment and Violence
(Includes sexual harassment and violence)

- Definition: any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.

Discrimination

- Conduct that is discriminatory under the *Canadian Human Rights Act* includes harassment of a person because of their race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. Discriminatory conduct need not be intentional.



	Verbal Actions	Online Actions	Physical Actions	Criminal Actions
Disrespect	Swearing; using condescending language (tone, sarcasm); cutting someone off or interrupting when they are speaking; belittling someone's efforts; laughing or putting down someone's opinions/thoughts.	Purposefully leaving someone out of group emails; cc'ing others when pointing out someone's mistakes; continuously ignoring someone's contributions	Rolling eyes, smirking, snickering, turning away from a conversation; purposefully excluding someone	
Intimidation and/or threatening behaviour	Making statements that instill fear or alarm; statement that diminish someone's value; betraying trust	Sharing someone's personal photos or other material about them without consent; Making public personal or defamatory material online to undermine someone's confidence, credibility and professional reputation	Shaking fists; banging on tables; standing over someone or invading their personal space; Throwing objects; damaging property	Stalking; making physical threats; making death threats; threatening to damage property; stalking; committing voyeurism
Bullying	Criticizing, insulting or denouncing someone's character; overbearing supervision; repeating behaviour with the aim to humiliate; spreading malicious rumours, gossip or innuendo that are not true; making jokes that are "obviously offensive"	Trolling; deliberate, repeated and hostile online communications by an individual or group through words or pictures	Exhibiting persistent and deliberate physical acts that are hostile and/or aggressive; asserting power through physical aggression; knocking someone's hat off, tampering with someone's personal belonging or work equipment, etc.; excluding or isolating someone	Stalking, committing vandalism, assault
Violence (verbal, sexual, Psychological, physical)	Making threats, shouting offensively, swearing, making sexual insults or innuendoes, offensive jokes; verbally attacking someone to intimidate them;	Online threats of physical violence; posting pictures of a sexual nature	Using physical aggression; sexual gestures or touching, direct threats to cause bodily harm, uninvited physical contact or invading personal space	physical assault, sexual assault, vandalism
Discrimination (in addition to any of the behaviours noted above if it is related to a prohibited grounds)	Making fun of religious clothing (e.g. hijab); inappropriate comments about physical appearance; unwelcome remarks or jokes about your sex, age, family status or any other prohibited grounds, microaggressions	Posting of posters or cartoons online that are offensive on basis of a prohibited grounds	Being forced to identify yourself as either male or female; being excluded or socially isolated on basis of a prohibited grounds, sexual harassment, microaggressions	Sexual assault, sexual harassment, hate crimes

Note: An employee's "work place" is not limited to only the building and facilities that have been provided to them by their employer. Instead, an employee's work place follows them wherever they are performing work for their employer. If an employee is exposed to harassment and violence at any location, while performing work for HFN this may constitute an "occurrence" of harassment and violence.

Abuse of Authority

•Abuse of Authority is one form of harassment and violence, where an individual improperly takes advantage of their position of authority to:
•endanger an employee's job,
•undermine an employee's job performance,
•threaten an employee's livelihood, or
•interfere with or influence an employee's career.

What is not abuse of authority	What may be abuse of authority	What generally is abuse of authority
Normal exercise of management's right to manage such as the day-to-day management of operations, performance at work or absenteeism, the assignment of tasks, assignment of learning opportunities, reference checks, progressive discipline;	The way in which management exercises the right to manage;	Repeatedly singling out an employee by assigning them demeaning and belittling jobs that are not part of their duties;
Supervisory mistakes;	Criticizing an employee in public,	Threats, intimidation, or retaliation against an employee, including one who has expressed concerns about perceived unethical or illegal workplace behaviours;
Difficult professional constraints such as budget reduction exercises;	consistently overruling authority without just cause;	Intimidation, threats, verbal abuse;
Constructive criticism about a work mistake	Unjustifiably monitoring everything that is done; Withholding training or development opportunities;	Threatening a person's job or undermining their performance;
Telling an employee about the consequences of poor job performance, which may include supporting evidence	Unreasonable or arbitrary demands	Controlling a person by withholding resources (time, budget, autonomy, training) necessary to succeed;
Exclusion of individuals for a job based on specific occupational requirements necessary to accomplish the safe and efficient performance of the job	Exclusion from group activities or assignments	Arbitrarily taking disciplinary action against an employee;
		Reprimanding an employee in front of other staff;
		Asking an employee to take on personal errands
		Any comment or action that causes an employee to reasonably believe that a condition of a sexual nature has been placed on employment, training or promotion (this is also sexual harassment)

*not an exhaustive list

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BCSA ANNOUNCEMENTS

PROSTHETIC MASK-MAKING WITH KELLY

Bamfield Community School Association



TUESDAYS IN OCTOBER (3, 10, 17, 24) 6:00 - 8:00PM

$125 PER PERSON, INLCUDES SUPPLIES & 4 WEEKS OF INSTRUCTION

***This class is not advised for those with celiac or latex allergies.**

To register, email Renee at bcsalitfacilitator @gmail.com

Join Bamfield's master costumer Kelly Clement for a 4-session course in October! Kelly will share some of her creative expertise in working with liquid latex to help you sculpt a prosthetic mask for your Halloween costume. Ages 15+

THE BAMFIELD COMMUNITY SCHOOL ASSOCIATION PRESENTS

OUR ELEVENTH ANNUAL FUNDRAISER

Oysters, Authors & Ales

SATURDAY OCTOBER 14

AT BMSC'S RIX CENTRE FOR OCEAN DISCOVERIES,
PLEASE JOIN US FOR ANOTHER SPECTACULAR EVENING IN SUPPORT
OF OUR LITERACY INITIATIVES & COMMUNITY PROGRAMS

FEATURING:

• AUTHOR ANN ERIKSSON • POET GARY GEDDES •
• TALENTED LOCAL CONTRIBUTORS •

BEER SUPPLIED BY
• WHISTLE BUOY BREWING COMPANY •

TICKETS ON SALE NOW

$30 TICKETS INCLUDE:
2 OYSTERS, 1 BEER,
1 DOOR PRIZE TICKET
THIS EVENT IS 19+ ONLY

TO PURCHASE TICKETS OR DONATE
SILENT AUCTION ITEMS, PLEASE EMAIL:
BCSACOORDINATOR@GMAIL.COM
OR CALL (250) 728-1220

WHISTLE BUOY BREWING COMPANY

bmsc BAMFIELD MARINE SCIENCES CENTRE

NOVA HARVEST

The Bamfield Wreckage

Decoda Literacy Solutions

TO VOLUNTEER, CONTACT US AT:
BCSAASSISTANT@GMAIL.COM OR (250)728-1220

OSTROM'S GAS BAR & MARINE FUEL DOCK

Hours of Operation

MONDAY	8:00A.M. - 5:00P.M.
TUESDAY	8:00A.M. - 5:00P.M.
WEDNESDAY	8:00A.M. - 5:00P.M.
THURSDAY	8:00A.M. - 5:00P.M.
FRIDAY	8:00A.M. - 5:00P.M.
SATURDAY	8:00A.M. - 5:00P.M.
SUNDAY	8:00A.M. - 5:00P.M.

CLOSED FOR LUNCH DAILY 1-2P.M.

Bamfield Pub is currently closed



The Market Hours

Monday	8A.M. – 7P.M.
Tuesday	8A.M. – 7P.M.
Wednesday	8A.M. – 7P.M.
Thursday	8A.M. – 8P.M.
Friday	8A.M. – 8P.M.
Saturday	8A.M. – 8P.M.
Sunday	10:30A.M. – 6:30P.M.

CAFE HOURS

THURSDAY - MONDAY
11:30 A.M. - 7:00 PM

TUESDAY & WEDNESDAY
CLOSED


Every child
matters