

Aug 18, 2025

CAPE to Conduct an Inquiry on Repression, Intimidation & Penalties in the Workplace for Pro-Palestine and Anti-Genocide Positions

WHEREAS federal public servants adhere to a code of values of ethics and the common law duty of loyalty to the employer, these principles have increasingly been misused and weaponised to create repressive workforce environments, specifically on issues relating to Palestine, the genocide, and zionism.

The unconscionable brutality inflicted by Israel on Palestinians in Palestine over the last 20 months has been coupled with sharp rises in anti-Palestinian racism (APR), repression, intimidation and punitive actions in Canadian workplaces.¹ Workers are more resolved than ever to counter APR, resist attempts to repress solidarity, and challenge positions of complicity and/or open collaboration with the occupation, war crimes, and genocide.

This context has complex manifestations within the federal public service. The common law duty of loyalty to the employer requires federal public servants to maintain impartiality during the course of their roles and responsibilities. However, this duty does not negate the right of public servants to freedom of expression guaranteed by the charter. This is especially true for matters of public concern where the employer may be engaged in illegal acts and or policies that are seen to jeopardize the life, health or safety of others.²

Federal public servants are being silenced in punitive climates where they fear being able to express solidarity with Palestinians in Palestine, opposition to zionism as the ideological driver behind the genocide, and objections to policies that may render them complicit.

BE IT RESOLVED THAT

CAPE lead a confidential workforce inquiry to understand the extent to which repression, intimidation, and other punitive acts have been used to quell pro-Palestine and anti-genocide sentiment, organising and actions by federal public servants.

Where possible, the inquiry should:

1. Engage members who have witnessed or experienced APR and anti-semitism when speaking out against the genocide in Palestine or the political ideology of zionism.
2. Document instances where members have been reprimanded when objecting to their responsibilities as they relate to maintaining Canada's complicity in the genocide.
3. Identify through ATIP and other means instances of attempted whistleblowing as it relates to Canada's role in the genocide in Palestine.
4. Collaborate with sister unions to engage workers governed by different collective agreements who have been subject to similar tactics by the employer.
5. Produce a summary report with recommendations coupled with a media release.
6. Develop a protocol to provide specialized support to members who are either interested in, or have committed to, conscientious objection to assigned responsibilities and tasks on human rights grounds.

IMPLEMENTATION COSTS – FINANCE COMMITTEE

As per s 3.41. of the Bylaws, the Finance Committee has the authority to amend any resolution to include a special levy or budget amendment to ensure that the funds are available to implement the resolution. The total cost of implementing this resolution was estimated by the Finance Committee at approximately \$250,000 and would work out either as a one-time special levy of approximately \$10 per member, or smaller amounts spread over an amount of time, in addition to your regular dues.

¹<https://static1.squarespace.com/static/61db30d12e169a5c45950345/t/627dcf83fa17ad41ff217964/1652412292220/Anti-Palestinian+Racism-+Naming%2C+Framing+and+Manifestations.pdf>

²<https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl/check/art2b.html>

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