

Type of Decision									
Meeting Date	Thursday, May 16, 2019				Report Date	Wednesday, May 8, 2019			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed

## Report #16/05/19/1103- Workplace Anti-Violence and Harassment Policy

**SUBJECT: Workplace Anti-Violence, Harassment and Sexual Harassment Policy**

### RECOMMENDATION:

That Council pass by-law 2019-15 to adopt the Workplace Anti-Violence, Harassment and Sexual Harassment Policy provided by Wishart Law Firm.

### BACKGROUND/EXECUTIVE SUMMARY:

Ontario's Occupational Health and Safety Act (OHSA) establishes the rights and duties for occupational health and safety of all parties in the workplace. Section 32.0.1 (1) (a) and (c) of the Act requires that every employer in Ontario must prepare and review, at least annually, a policy on workplace violence. This policy is required regardless of the size of the workplace or the number of workers.

The workplace violence policy should:

- show an employer's commitment to protecting workers from workplace violence;
- address violence from all possible sources (customers, clients, employers, supervisors, workers, strangers and domestic/intimate partners);
- outline the roles and responsibilities of the workplace parties in supporting the policy and program; and
- be dated and signed by the highest level of management of the employer or at the workplace as appropriate.

The policy was created and provided by our legal counsel, Wishart Law Firm LLP.

### Financial Considerations/Budget Impact:

None

### Others Consulted:

Ontario.ca (Jobs and Employment)

#### Approved and Recommended by the Clerk

Crystal Fischer,  
Interim Clerk