



REPORT N° HR 2019-06

Date	11/03/2019
Submitted by	Chantal Vachon
Subject	HR 2019-06 Violence, Harassment, and Sexual Harassment Policy
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1) **NATURE/GOAL :**

In accordance with Occupational Health and Safety Act, and in protecting City employees from violence and harassment in the workplace, the City of Clarence-Rockland created a Workplace Violence, Harassment, and Sexual Harassment Policy.

2) **DIRECTIVE/PREVIOUS POLICY :**

The City of Clarence-Rockland currently has a violence and harassment policy but this policy needs to be reviewed every year.

3) **DEPARTMENT'S RECOMMENDATION :**

WHEREAS the Council of the City of Clarence-Rockland acknowledges the importance of workplace violence, harassment and sexual harassment policy and recognizes that such a policy needs to be implemented;

BE IT RESOLVED THAT Municipal Council hereby adopts the 2019 workplace violence, harassment and sexual harassment policy.

ATTENDU QUE le conseil de la cité de Clarence-Rockland reconnaît l'importance d'une politique relative à la violence, le harcèlement et le harcèlement sexuel en milieu de travail et reconnaît qu'une telle politique doit être mise en œuvre;

QU'IL SOIT RESOLU QUE le Conseil municipal adopte la politique sur la violence, le harcèlement et le harcèlement sexuel en milieu de travail.

4) **BACKGROUND :**

The City's Human Resources policies have been designed to create a culture of inclusion, fairness, transparency and consistency. They provide a description of the City's obligations and responsibilities to its employees and serve to ensure that employees receive equal treatment regardless of where in the City they work. Policies provide guidance to managers and Human Resources staff in determining the appropriate course of action when dealing with specific issues. The City's policies also provide critical guidance to our employees on a

myriad of workplace issues. These include expectations regarding professional conduct and responsibility for contributing to a safe and healthy workplace.

5) **DISCUSSION :**

As per occupational health and safety legislation across Ontario, employers have a duty to provide a safe work environment and take all reasonable precautions to protect the health and safety of employees and others in the workplace.

6) **CONSULTATION:**

The workplace violence, harassment and sexual harassment policy has been reviewed, discussed with human resources professionals and Directors.

7) **RECOMMENDATIONS OR COMMENTS FROM COMMITTEE/ OTHER DEPARTMENTS :**

N/A

8) **FINANCIAL IMPACT (expenses/material/etc.):**

N/A

9) **LEGAL IMPLICATIONS :**

N/A

10) **RISK MANAGEMENT :**

The workplace violence, harassment and sexual harassment policy will provide staff and managers a clear guideline to work within.

11) **STRATEGIC IMPLICATIONS :**

N/A

12) **SUPPORTING DOCUMENTS:**

- Workplace violence, harassment and sexual harassment policy in Ontario
- Politique sur la violence, le harcèlement et le harcèlement sexuel en milieu de travail en Ontario