



Faraday

WORKPLACE VIOLENCE, HARASSMENT AND DISCRIMINATION POLICY

The **Municipality of Faraday Township** is committed to providing a work environment where individuals are treated with respect and dignity and is free of workplace violence and harassment and any forms of discrimination in accordance with the *Ontario Occupational Health and Safety Act* and the *Ontario Human Rights Code*.

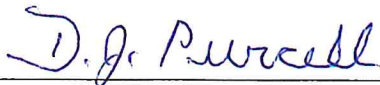
Every Employee of the **Municipality of Faraday Township** must work in compliance with this policy and the supporting program. Employees are encouraged to raise any concerns about workplace violence, harassment and discrimination and to report any incidents or threats. There will be no reprisal or negative consequences for those that report incidents made in good faith.

The **Municipality of Faraday Township** has developed a program in support of this policy that will be reviewed annually by the Municipal Council and the OH&S Worker Representative. All Municipal Council Members, Managers and Employees will be provided with the appropriate information and instruction.

The **Municipality of Faraday Township** commits that its Managers will adhere to the policy and support the program. Managers are responsible for ensuring that measures and procedures are followed by Employees and that Employees have the information that they need to protect themselves.

The **Municipality of Faraday Township** will take seriously any claims of workplace violence, harassment or discrimination and will investigate and deal with all incidents and complaints in a timely and fair manner, respecting the privacy of all concerned. Employees who engage in violent, harassing or discriminating conduct will be disciplined up to and including termination of employment.

This policy applies to all of the **Municipality of Faraday Township** Council Members, Municipal Board Members, Employees, Rate Payers, Contractors, Visitors, etc. The workplace includes the working environment and any place employment-related responsibilities are conducted.



Mayor



Date


Deputy Clerk - Treasurer