

3. Seek Legal Opinion – Direction to Staff – Deputy Mayor Leakey

Motion #26-109 – Seek Legal Opinion – Direction to Staff

Moved By: Deputy Mayor Leakey

Seconded By: Councillor Harper

WHEREAS, AS REQUIRED UNDER BY-LAW NO. 2023-078 – COUNCIL CODE OF CONDUCT, SECTION 8: ALL MEMBERS HAVE A DUTY TO TREAT MEMBERS OF THE PUBLIC, ONE ANOTHER AND STAFF WITH RESPECT AND WITHOUT ABUSE, BULLYING OR INTIMIDATION, AND TO ENSURE THAT THEIR WORK ENVIRONMENT IS FREE FROM DISCRIMINATION AND HARASSMENT. THE ONTARIO HUMAN RIGHTS CODE APPLIES AND, WHERE APPLICABLE, THE TOWN'S WORKPLACE VIOLENCE & WORKPLACE HARASSMENT POLICY;

AND WHEREAS, AS REQUIRED UNDER THE PROVINCIAL OCCUPATIONAL HEALTH AND SAFETY ACT – BILL 168 – WHICH REQUIRES ALL ONTARIO EMPLOYERS, INCLUDING MUNICIPALITIES, TO PROVIDE A SAFE WORKPLACE FREE OF HARASSMENT. SECTION 1.5 WORKPLACE HARASSMENT, THE OHSA DEFINES WORKPLACE HARASSMENT AS ENGAGING IN A COURSE OF VEXATIOUS COMMENT OR CONDUCT AGAINST A WORKER IN A WORKPLACE, INCLUDING VIRTUALLY THROUGH THE USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY, THAT IS KNOWN OR OUGHT REASONABLY TO BE KNOWN TO BE UNWELCOME;

AND WHEREAS, BYLAW 2014-110 - HUMAN RESOURCES POLICY, SECTION 600-02 WORKPLACE HARASSMENT AND VIOLENCE POLICY STATES: THE EMPLOYER'S ROLES AND RESPONSIBILITIES:

POLICY

THE TOWN OF GANANOQUE IS COMMITTED TO PROVIDING A SAFE AND HEALTHY WORKPLACE. THE TOWN IS COMMITTED TO COMPLY WITH THE OCCUPATIONAL HEALTH AND SAFETY ACT AND ALL OTHER RELEVANT LEGISLATION GOVERNING WORKPLACE VIOLENCE AND HARASSMENT IN ONTARIO.

OBJECTIVE

THE INTENT OF THIS POLICY IS TO ENSURE THE PROVISION OF A HEALTHY AND SAFE WORKPLACE AND TO ENSURE THAT ALL WORKPLACE PARTIES ARE FAMILIAR WITH THE DEFINITIONS OF WORKPLACE VIOLENCE AND HARASSMENT AND THEIR ROLES IN ITS PREVENTION AND IN CORRECTIVE ACTION. THIS POLICY ESTABLISHES THAT WORKERS AND CLIENTS OF THE TOWN OF GANANOQUE WILL BE TREATED WITH RESPECT, FAIRNESS, AND SENSITIVITY.

THE TOWN OF GANANOQUE WILL NOT TOLERATE DISCRIMINATION UNDER ANY CIRCUMSTANCES. ANY EMPLOYEE EXPERIENCING DISCRIMINATION HAS THE FULL SUPPORT OF THE TOWN IN RESOLVING THE ISSUE. ALL COMPLAINTS OF DISCRIMINATION WILL BE PROMPTLY AND THOROUGHLY INVESTIGATED.

MANAGEMENT (MANAGER/SUPERVISOR)

- PROVIDE A WORK ENVIRONMENT THAT IS FREE FROM DISCRIMINATION, INCLUDING ACTIVELY PROMOTING A POSITIVE, DISCRIMINATION-FREE WORK ENVIRONMENT AND INTERVENING WHEN PROBLEMS OCCUR.
- DEAL WITH INAPPROPRIATE ACTIONS OF OTHERS THAT COME TO THEIR ATTENTION.
- COOPERATING WITH TOWN INVESTIGATORS OR OTHER AUTHORITIES, AS REQUIRED DURING ANY INVESTIGATION RELATED TO WORKPLACE DISCRIMINATION.

