

Workplace Health & Safety



- *Council sets direction for policies*
- *CAO and leadership ensure policies and programs are in place, communicated and workers are working in compliance*
 - *Corporate Health & Safety Policy and Procedures Manual*
 - *Harassment/Discrimination Policy*
 - *Violence Free Workplace Policy*
 - *Code of Conduct*

Discrimination

➤ *Unequal treatment of a person based on one of the prohibited grounds identified in the Ontario Human Rights Code:*

<i>Race</i>	<i>Ancestry</i>	<i>Place of origin</i>
<i>Colour</i>	<i>Ethnic Origin</i>	<i>Citizenship</i>
<i>Creed</i>	<i>Age</i>	<i>Sex</i>
<i>Sexual Orientation</i>		<i>Disability</i>
<i>Marital Status</i>		<i>Family Status</i>
<i>Record of Offences</i>		

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Harassment

- *Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome*

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Harassment

- *Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome*

Violence

- *Attempt to or exercise physical force by a person against a worker, in a workplace that causes or could cause physical injury to the worker*
- *A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker*

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Violence Free Workplace

- *Domestic violence that could find its way into the workplace*

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Strategy: Creation of a respectful environment

All workers must abide by their Code of Conduct

- Council Code
- Employee Code

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Council Obligations

- *Know your obligations*
- *Review applicable policies provided as part of the Council Reference Manual*
- *As part of the Internal Responsibility System (IRS) address non-compliance directly or through appropriate chain of command*

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