



Municipality of North Grenville

To:	Mayor and Council	Meeting Date: 2021/03/02
Subject:	Violence & Harassment Policy Statement	Report No: MHR-2021-002
Prepared by:	Tim Osborne, Manager of Human Resources	File No: C7-MHR

RECOMMENDATION(S)

THAT Council:

1. Approve the 2021 Violence & Harassment Policy Statement for the Municipality of North Grenville; and
2. Authorize the Mayor and Chief Administrative Officer to execute the 2021 Violence & Harassment Policy Statement.

EXECUTIVE SUMMARY

Purpose

- The *Occupational Health and Safety Act* (the "OHSA") requires the Municipality, as an employer, to prepare a written policy with respect to workplace violence and harassment and to review the policies as often as is necessary, but at least annually.
- The Violence & Harassment Policy Statement outlines the Municipality's commitment to the Health, Safety and Wellness of our employees and in the Municipality's operations.

Key Findings

- The Violence & Harassment Policy Statement Protects the health, safety & wellness of all Municipal personnel.

Financial Implications

- There are no financial implications associated with this report.

BACKGROUND

Bill 168 is an amendment to Ontario's *Occupational Health and Safety Act* and came into force on June 15, 2010. The legislation aims to protect workers from violence and harassment. The Bill includes significant penalties for all employers in Ontario who fail to meet their new responsibilities and duties under the law.

COMMENTS/ANALYSIS

The Municipal Violence & Harassment was approved in September 2016 and is reviewed on an annual basis to ensure it meets the goals and legislative requirements of the Municipality as it relates to the OHSA. The Violence & Harassment Policy Statement summarizes the commitment of the Municipality to employee health, safety & wellness.

Once the Municipality of North Grenville 2021 Violence & Harassment Policy Statement has been approved and signed by the Mayor and Chief Administrative Officer, it will be distributed to all work locations and communicated to all staff in accordance with legislative requirements.

EXISTING POLICY/BY-LAW

Policy # A-8

FINANCIAL IMPACT

This item has been identified in the current budget: Yes ☐ No ☐ N/A ☒

This item is within the budgeted amount: Yes ☐ No ☐ N/A ☒

PUBLIC INPUT

N/A

INTERNAL/EXTERNAL CONSULTATION

External: N/A

Internal: As has been reviewed and adopted by the Municipality and its Joint Health & Safety Committee. The Policy Statement confirms our commitment to the policy.

CONCLUSION

The Municipality of North Grenville is committed to providing and maintaining a working environment that is based on respect for the dignity and rights of everyone in the organization. It is the Municipality of North Grenville's goal to provide a healthy, safe work environment that is free of any form of violence or harassment.

SIGNATURE

Prepared by:

Original Signed By

Name: Tim M Osborne

Title: Manager of Human Resources

Submitted for

Council consideration by:

Original Signed By

Name: Gary Dyke

Title: Chief Administrative Officer

ATTACHMENTS

- **Attachment 1:** Violence & Harassment Policy Statement