



## ***Municipality of North Grenville Violence & Harassment Policy Statement***

The ***Municipality of North Grenville*** is committed to providing a work environment in which all individuals are treated with dignity and respect.

Workplace violence & harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace violence & harassment. Members of Council, Directors, managers, supervisors, and workers are expected to uphold this policy, and will be held accountable by the Corporation.

*Workplace harassment* means 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. Harassment may also relate to a form of discrimination as set out in the [\*\*Ontario Human Rights Code\*\*](#).

*Workplace violence* occurs when a worker in the workplace is the victim of the exercise of physical force that causes or could cause physical injury. Violence could also include an attempt to exercise such force, or a statement or behavior that could be reasonably interpreted as a threat to exercise such force.

This policy statement is not intended to limit or constrain the reasonable exercise of management functions in the workplace such as:

- *Appropriate direction, evaluation or discipline by a manager or supervisor*
- *Stressful events associated with the performance of legitimate job duties*
- *Good natured jesting and bantering which is mutually acceptable*

Workers are encouraged to report any incidents of workplace violence & harassment. Management will investigate and deal with all concerns, complaints, or incidents of workplace violence & harassment in a timely and fair manner while respecting workers' privacy, to the extent possible. Nothing in this policy prevents or discourages a worker from filing an application with the [\*\*Ontario Human Rights Tribunal\*\*](#) on a matter related to the [\*\*Ontario Human Rights Code\*\*](#) within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues available.

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Nancy Peckford  
Mayor  
Municipality of North Grenville

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Gary W. Dyke  
Chief Administrative Officer  
Municipality of North Grenville