



## Staff Report

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**Report To:** Dan Best, Chief Administrative Officer  
**From:** **Megan Goss, Human Resources and Strategic Initiatives Officer**  
**Date:** July 16 2018  
**Report:** HR Report 04.18  
**Subject:** Violence and Harassment in the Workplace Policy

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### **Recommendations:**

**That** South Huron Council receives the report from Megan Goss, Human Resources and Strategic Initiatives Officer regarding the Corporate Violence and Harassment in the Workplace Policy; and

**That** South Huron Council adopt the Draft Corporate Violence and Harassment in the Workplace Policy as presented

### **Purpose:**

Approval.

### **Background and Analysis:**

The Corporate Violence and Harassment in the Workplace Policy was endorsed and signed on June 7<sup>th</sup>, 2010. This Corporate Violence and Harassment in the Workplace Policy is currently posted in the workplace. Under Part III.0.1 Violence and Harassment, Section 32.0.1- of the Occupational Health and Safety Act, employers are to:

- 1)
  - a) "prepare a policy with respect to workplace violence;
  - b) prepare a policy with respect to workplace harassment; and
  - c) review the policies as often as is necessary, but at least annually."
- 2) "The policies shall be in written form and shall be posted at a conspicuous place in the workplace".

### **Operational Considerations:**

No operational considerations were made.

### **South Huron's Strategic Plan:**

Section 6.2.1 of the Municipality of South Huron 2015- 2019 Strategic Plan identifies key priorities and strategic directions. The following elements are impacted by the proposed legislative changes outlined in this report:

- ✓ Transparent, Accountable, and Collaborative Governance
- ✓ Administrative Efficiency and Fiscal Responsibility
- ✓ Increased Communications and Municipal Leadership

### **Financial Impact:**

There are no financial implications as a result of the actions outlined in this report.

### **Legal Impact:**

There are no legal implications as a result of the actions outlined in this report.

### **Staffing Impact:**

There are no staffing implications as a result of the actions outlined in this report.

### **Policies/Legislation:**

[Occupational Health and Safety Act, R.S.O. 1990](#)

### **Consultation:**

None

### **Related Documents:**

Workplace Violence and Harassment in the Workplace Policy, June 7<sup>th</sup>, 2010

Respectfully submitted,

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**Megan Goss, Human Resources and Strategic Initiatives Officer**