Northumberland OPP Detachment Board OPP Detachment Board Policy

Equal Opportunity, Discrimination and Workplace Harassment

Policy No: 2024-7

Effective Date: April 1, 2024

Rescinds all other Policies and Procedures relating to this subject.

Whenever reference is made to "Detachment Commander" ("DC"), the term is intended to include the Ontario Provincial Police ("OPP") more generally to the extent the actual responsibility/authority relating to the establishment of policies, procedures and processes lies at more senior levels within OPP management or as otherwise may be required under the *Community Safety and Policing Act, 2019* and regulations (collectively the "CPSA").

1. **Policy Statement and Purpose**

1.1. The Board recognizes that its members and staff have the right to work in an environment that provides equal opportunity and is free from discrimination, workplace violence and harassment, which the Board will not condone in any form.

2. **Statutory Authority or References**

2.1. CSPA, the Ontario Human Rights Code (the "Code") and the Ontario Occupational Health & Safety Act

3. **Scope**

3.1. This Policy will apply to Board Members and the Executive Assistant in the conduct of their duties.

4. **Definitions**

4.1. Harassment means, *"Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome." as* defined in the Code.

4.2. As defined herein.

5. **Policy Guidelines**

5.1. Equal Opportunity is consistent with the principles of the CSPA, including those contained in Part I's declaration of principles - *"the need for sensitivity to the pluralistic, multicultural and multiracial character of Ontario's society", and "the need to ensure police services are representative of the communities they serve."*

5.2. Under the Code employers are required to provide accommodation, unless to provide accommodation would cause undue hardship to the employer, considering the costs, outside sources of funding, if any, and health and safety requirements, if any.

5.3. CSPA s.88 addresses the accommodation of needs of disabled members of police services in accordance with the Code.

5.4. Under the Code, employers, people acting for employers and co-workers are prohibited from harassing an employee on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, age, record of offences, marital status, same sex partnership status, family status or handicap.

5.5. Sexual remarks or physical contact are considered sexual harassment and are prohibited where they are known or ought to be known to be unwelcomed. Furthermore, the Code specifically prohibits a sexual advance or solicitation by a person who is in a position to grant or deny a benefit to another where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcomed.

5.6. It is the policy of the Board that the above be used as guidelines by the Board with respect to its members and staff.

6. Review and Revision History

Revision Date	Description of Changes

Approved and ratified by the Northumberland OPP Detachment Board effective April 1, 2024.

John Davison

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Chair

Lou Rinaldi

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Vice-Chair