

CORPORATION OF THE TOWNSHIP OF EAST HAWKESBURY

BY-LAW NUMBER 2020-50

BEING A BY-LAW TO ESTABLISH A POLICY FOR DISCRIMINATION, HARASSMENT AND SEXUAL HARASSMENT IN THE WORKPLACE.

REFERENCE: *Ontario Regulation under the Occupational Health and Safety Act, R.S.O.1990,c.o.1 Part 111.0.1 section 32.0.1*

WHEREAS *The Occupational Health and Safety Act Part 111.01 States that an employer shall, prepare a policy with respect to workplace violence; prepare a policy with respect to workplace harassment and review the policy as often as is necessary.*

WHEREAS Section 4 of the Occupational Health and Safety Act also states in sections 32.0.2, that (1). An employer shall assess the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work. 2009, c. 23, s. 3.

WHEREAS *The Corporation deems it expedient to adopt a Discrimination, Harassment and Sexual Harassment in workplace Policy*

NOW THEREFORE the Council of the Corporation of the Township of East Hawkesbury hereby enacts as follows:

1. **THAT** The Corporation of the Township of East Hawkesbury adopts Policy No. 2020-50, a policy for Discrimination, Harassment and Sexual Harassment in the workplace as identified as Schedule "A" attached hereto and forming part of this By-Law.
2. **THAT** The Corporation of the Township of East Hawkesbury Policy of Discrimination, harassment and sexual harassment in the workplace 2020-22 are hereby repealed in their entirety.
3. **THAT** this policy becomes effective on the 10nd day of August 2020.

READ a First, Second and Third Time and duly enacted this 10nd day of August 2020.

SEAL

Robert Kirby, MAYOR

Luc Lalonde, CLERK