

## **Concept: How Might We update our existing Workplace Violence and Harassment Policy to ensure the protection of all employee's.**

### **Background:**

In 2017 the Town hired a third party consultant to audit the Town's Health and Safety program. One of the recommendations from the audit was to update existing policies which were outdated. The Policy on Workplace Violence and Harassment was identified as being outdated.

### **The Challenge:**

The policy has been reviewed and updated as required to meet the requirements of the OH and S Act and Regulations. The policy was reviewed and revised by the Health and Safety coordinator and the Human Resource coordinator, then submitted to the members of the Health and Safety committee for comment. The final draft has been submitted to SMT for their comments.

The attached draft has been accepted by all groups and is being submitted to Council for their review and consideration of approval.

### **Our Recommended Solution:**

THAT the Policy and Priorities Committee receive the Workplace Violence and Harassment Policy; and

THAT Committee recommend that the Workplace Violence and Harassment policy be submitted to Council for approval at their next regular meeting scheduled for May 6, 2019

### **Rationale:**

The old Policy was identified thru our audit that it was outdated and required to be updated.