



Sarnia Police Services Board Policy

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Subject: Equal Opportunity; Discrimination and Workplace Harassment Prevention	Effective Date:
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Approved By: Board Chair	Signature: <i>Paul Wiersma</i>

A Legislative/ Regulatory Requirements

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by **Section 10 of the CSPA**.

O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services.

Sections 88, 201 (2) (c) and 202 (2) (c) of the **CSPA**, sets out obligations of Police Service Boards and Police Services relative to accommodation of needs of disabled members of Police Services in accordance with the Ontario Human Rights Code.

Ontario Human Rights Code, subsection 5(1) states, "Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability." **Ontario Human Rights Code, clause 7(3)(a)** states, "Every person has a right to be free from a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcomed."

Occupational Health and Safety Act (OHSA): Definitions and Legislation

Under **section 1** of the **OHSA**, a workplace is defined as “any land, premises, location or thing at, upon, in or near which a worker works.”

Section 1 of the **OHSA** defines workplace harassment as “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.”

Employers are expected to comply with the requirements of the **OHSA**. Some of the key employer obligations under the **OHSA** with respect to workplace harassment are to:

- Prepare and review a policy with respect to workplace harassment;
- Develop and maintain a program to implement the policy with respect to workplace harassment; and
- Provide appropriate information and instruction to workers on the contents of the workplace harassment policy and program.

Employers are required to meet obligations set out in the **OHSA** as related to workplace harassment. Employers are also required to meet other legislative obligations related to equal opportunity, including but not limited to, the **Accessibility for Ontarians with Disabilities Act, 2005** and the **Ontario Human Rights Code**.

B **Policy Statement**

1. The objective of equal opportunity in the workplace, and discrimination and harassment prevention, is to ensure that the best qualified and motivated persons are selected for employment, promotion, preferred assignments and career enhancement through lateral transfer.
2. This objective is to be achieved by ensuring that no discriminatory barriers exist in the workplace, that no discriminatory or harassing practices or behaviours exist in the workplace, and that the human rights of employees and potential employees are upheld and respected both in rule and in practice.
3. Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

C **Board Policy**

1. It is the policy of the Sarnia Police Services Board with respect to equal opportunity; discrimination and workplace harassment prevention that the Chief of Police will:

- (a) Establish procedures on equal opportunity that are consistent with the principles of the **CSPA** and the **Ontario Human Rights Code**, including recruitment, selection, career development and promotion;
- (b) Prepare procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the **OHSAA**;
- (c) Establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
- (d) Ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
- (e) Establish procedures on employment accommodation in accordance with the **Ontario Human Rights Code** and **Sections 88, 201 (2) (c) and 202 (2) (c)** of the **CSPA**;
- (f) Implement an employee performance appraisal system that includes key commitments related to diversity and human rights; and
- (g) Ensure that all officers receive training on diversity and human rights.