



Workplace Violence/Harassment/Discrimination Policy

Policy

Our Children, Our Future/Nos enfants, notre avenir (OCOF/Nena) is committed to providing a work environment which is free from violence, harassment or discrimination. OCOF/Nena will ensure a diverse and inclusive environment where the dignity and worth of every person, whether they are families, employees or visitors is respected. Equal rights and opportunities without violence, harassment or discrimination shall be provided as directed by the Human Rights Code and the Occupational Health and Safety Act of Ontario without exception.

Harassment of a general or sexual nature as well as violence is not tolerated in or out of the workplace whether direct or indirect.

OCOF/Nena will ensure the confidentiality in all procedures under this policy due to the sensitive nature of discrimination, harassment and violence complaints.

It shall be the responsibility of OCOF/Nena management to ensure that all sources of such threats are identified and procedures are developed to minimize the risks to staff. OCOF/Nena will ensure that employees are made aware of the hazards and are trained to take appropriate actions for protection from acts or threats of violence; actual or reasonably interpreted as such.

It shall be the duty of every employee to follow all written procedures and to inform management of any suspected or confirmed acts of discrimination, harassment or violence.

OCOF/Nena supports the right of any person to file a complaint and seek a resolution to what is perceived as an act of discrimination, harassment, violence or any infringement of their rights.