



A Natural Attraction

City of Quinte West Harassment & Sexual Harassment Policy

The **City of Quinte West** is committed to providing a work environment in which all individuals are treated with respect and dignity.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Members of Council, managers, supervisors, and workers are expected to uphold this policy, and will be held accountable by the Corporation.

Workplace harassment means 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. Harassment may also relate to a form of discrimination as set out in the [Ontario Human Rights Code](#).

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace such as:

- Appropriate direction, evaluation or discipline by a manager or supervisor
- Stressful events associated with the performance of *legitimate* job duties
- Good natured jesting and bantering which is mutually acceptable

Workers are encouraged to report any incidents of workplace harassment. Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a timely and fair manner while respecting workers' privacy, to the extent possible. Nothing in this policy prevents or discourages a worker from filing an application with the [Ontario Human Rights Tribunal](#) on a matter related to the [Ontario Human Rights Code](#) within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues available.

Date: Feb 8, 2022

Jim Harrison

Mayor

City Of Quinte West

David Clazie

Chief Administrative Officer

City of Quinte West