

POLICY TITLE:

WORKPLACE HARASSMENT AND VIOLENCE POLICY

POLICY PURPOSE:

The management of the Town of Rainbow Lake is committed to the prevention of workplace violence and harassment and is ultimately responsible for worker health and safety. The Town will take whatever steps are reasonable to protect our workers from the potential hazards associated with workplace violence. Any act of violence or harassment committed by or against any Employee or member of the public is unacceptable and such conduct will not be tolerated. Violent behavior or threat of violence in the workplace is unacceptable from anyone. This policy applies to:

- Council Members;
- Managers;
- Supervisors;
- Town Staff;
- Seasonal Workers; and
- Visitors (either in person or via other means of communication)

The Town of Rainbow Lake is committed to eliminating or, if that is not reasonably practicable, controlling the hazard of violence and harassment. Everyone is obligated to uphold this policy and to work together to prevent workplace violence and harassment.

Workplace harassment means engaging in a course of vexatious comment or conduct against an employee in a workplace. Workplace harassment can include unwelcome and/or repeated words or actions that are known or should be known to be offensive, embarrassing, humiliating, or demeaning to a worker or group of workers. It can also include behavior that intimidates, isolates, or even discriminates against a worker or group of workers in the workplace that are unwelcome.

In support of this policy, the Town has implemented workplace violence and harassment prevention procedures. These prevention procedures includes measures and procedures to protect workers from workplace violence and a means of summoning immediate assistance and a process for workers to report incidents or raise concerns (Please refer to the Whistle Blower Policy).

EFFECTIVE DATE:

February 23, 2022, as per resolution no. 63-2022

Michelle Farris

Mayor



Chief Administrative Officer

NEXT REVIEW DATE: AUGUST 1, 2025