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Sample Discrimination and Harassment Policy

ABC COMPANY/UNION HARASSMENT AND DISCRIMINATION POLICY

Effective Date:

Statement of Principles:

ABC Company ("ABC")/UNION is committed to providing a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices. Harassment in the workplace is a form of discrimination. Harassment and discrimination are offensive, degrading, and threatening. Abuse of power, authority, or control is also considered a form of harassment. All forms of harassment and discrimination are not acceptable and will not be tolerated at *ABC*.

Those personal characteristics that are considered "protected grounds" for the purpose of this policy are: race, ancestry, religion, place of origin, colour, ethnic origin, citizenship, creed, sex, pregnancy, sexual orientation, age, marital status, family status, mental or physical disability, social conditions and political beliefs.

It is the responsibility of all employees/members to raise concerns about harassment and discrimination. It is also the responsibility of all employees/members to respond to, or not condone, harassment or discrimination.

It is the responsibility of a director, manager, union representative or any person within *ABC* who supervises, represents or manages one or more employees/members to take immediate and appropriate action to report or deal with incidents of harassment and discrimination of any type whether brought to their attention or personally observed. Under no circumstances should the complaints be dismissed or downplayed.

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Developing a Workplace Anti-harassment Policy

All employers are responsible for providing a workplace free from harassment. Employers are obligated to take appropriate action against any employee who harasses someone. Otherwise, an employer can be held responsible for harassment committed by their employees. Having an anti-harassment policy and providing anti-harassment training to supervisors and staff can help avoid this.

Adopting an anti-harassment policy can foster an environment of respect for human rights and helps people in the organization understand their rights and responsibilities. Policies can protect an organization from discrimination complaints. It is also the right thing to do!

This Anti-harassment Policy Template was developed by the Canadian Human Rights Commission to help employers meet their human rights obligations. This easy-to-use tool is for employers that may not have the time or resources to develop their own anti-harassment policy.

For more information about creating and maintaining a harassment-free workplace, please visit the Commission's website at www.chrc-ccdp.gc.ca

Special Considerations for First Nations Employers

The Commission recognizes that First Nations employers may have unique considerations. It is a good idea to review the *Human Rights Handbook for First Nations* before completing this policy.

Workplace Harassment Prevention Policy

[insert name of company] is committed to ensuring a healthy and safe workplace free from workplace harassment. Workplace harassment is unacceptable and will not be tolerated under any circumstances.

Definition of workplace harassment

- (1) A person is subjected to 'workplace harassment' if the person is subjected to repeated behaviour, other than behaviour amounting to sexual harassment, by a person, including the person's employer or a co-worker or group of co-workers of the person that –
 - a) is unwelcome and unsolicited
 - b) the person considers to be offensive, intimidating, humiliating or threatening
 - c) a reasonable person would consider to be offensive, humiliating, intimidating or threatening.
- (2) 'Workplace harassment' does not include reasonable management action taken in a reasonable way by the person's employer in connection with the person's employment.
- (3) In this section – 'Sexual harassment' see the *Anti-Discrimination Act 1991*, section 119

Detailed below are examples of behaviours that may be regarded as workplace harassment if the behaviour is repeated or occurs as part of a pattern of behaviour. This is not an exhaustive list. However, it does outline some of the more common types of harassing behaviours, including:

- abusing a person loudly, usually when others are present
- repeated threats of dismissal or other severe punishment for no reason
- constant ridicule and being put down
- leaving offensive messages on email or the telephone
- sabotaging a person's work, for example, by deliberately withholding or supplying incorrect information, hiding documents or equipment, not passing on messages and getting a person into trouble in other ways
- maliciously excluding and isolating a person from workplace activities
- persistent and unjustified criticisms, often about petty, irrelevant or insignificant matters
- humiliating a person through gestures, sarcasm, criticism and insults, often in front of customers, management or other workers
- spreading gossip or false, malicious rumours about a person with an intent to cause the person harm

Actions that are not workplace harassment

Legitimate and reasonable management actions and business processes, such as, actions taken to transfer, demote, discipline, reemploy, retrench or dismiss a worker are not considered to be workplace harassment, provided these actions are conducted in a reasonable way.

Effects of workplace harassment on people and business

Workplace harassment has detrimental effects on people and businesses. It can create an unsafe working environment, result in a loss of trained and talented workers, the breakdown of teams and individual relationships, and reduced efficiency. People who are harassed can become distressed, anxious, withdrawn, depressed, and can lose self-esteem and self-confidence.

Workplace Harassment Prevention Policy template

Anti-Discrimination/Anti-Harassment Policy

Statement of Policy

Vernon Township (the "Township") is committed to maintaining a work environment which is free from all forms of harassment or discrimination. In keeping with this commitment, the Township will not tolerate any form of harassment, including sexual harassment, or discrimination of any kind based upon race, color, religion, sex, ancestry, national origin, age, disability, pregnancy, sexual orientation, marital status, citizenship status, or other legally protected group status, by its employees or against its employees by anyone, including supervisors, co-workers, contractors, vendors, constituents or visitors. This Policy is intended to assure that the Township is taking all steps to prevent harassment and discrimination in the workplace and to immediately address any harassing or discriminatory conduct that does occur.

Each Township employee bears the responsibility to refrain from discrimination or harassment in the workplace. Township employees who engage in discriminatory or harassing conduct may be subject to disciplinary action, up to and including termination of employment. Furthermore, it is the responsibility of all supervisors to make sure that the work environment is free from harassment or discrimination of any kind.

The Township also prohibits retaliation of any kind against anyone who has reported discrimination or harassment, whether that concern relates to discrimination against or harassment of the individual raising the concern or against another individual.

Definitions and Examples of Prohibited Conduct

A. Sexual Harassment

Sexual harassment, according to the Equal Employment Opportunity Commission and the Illinois Department of Human Rights, and for the purposes of this Policy, consists of unwelcome sexual advances, requests for sexual favors or other verbal, non-verbal, or physical acts of a sexual or sex-based nature, where:

- (a) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment
- (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (c) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

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Anti-Bullying Policy and Procedures

Everyone at my Street School is committed to making our school a safe, therapeutic place for all students. All staff and students will treat each other with respect, and will refuse to tolerate bullying of any kind. In addition, cyber-bullying, even if it occurs off of school grounds, will not be tolerated.

my Street School defines "target" as the student who is bullied. The "aggressor" is the student who is doing the bullying.

my Street School defines "bullying" as follows: The repeated use by one or more students of a written, verbal or electronic expression that is physical or verbal or an exclusion threat directed at a target that:

- Causes physical or emotional harm to the target or damage to the target's property;
- Places the target in reasonable fear of harm to themselves or of damage to their property;
- Creates a hostile environment at school for the target;

- Interferes on the rights of the target at school; or
- Materially and substantially disrupts the educational process or the orderly operation of a school.

my Street School defines "cyber-bullying" as follows: Bullying through the use of technology or electronic devices such as websites, cell phones, computers, and the internet, it includes, but is not limited to, email, instant messages, text messages, social networking, and internet posting.

my Street School defines "retaliation" as follows: Any form of intimidation, reprisal, or harassment directed against a student who reports bullying, provides information during an investigation of bullying, witnesses bullying or has reliable information about bullying.

Examples of bullying and cyber-bullying include:

- Hurting someone physically by hitting, kicking, tripping, pushing, and so on
- Teasing or embarrassing another person's things
- Intimidating another person in order to use the internet to intimidate someone
- Ganging up on someone or person on the internet
- Teasing someone in a hurtful way
- Using cell phones or social media, such as making fun of someone's race, looks, or gender
- Teasing or showing private body parts
- Spreading rumors about someone

Anti bullying and harassment policy. Anti discrimination and harassment policy in the workplace. Anti bullying and harassment policy template. Anti-discrimination and harassment policy. Anti discrimination and harassment policy example. Anti harassment policy in the workplace in the philippines. Anti-harassment policy pdf. Anti-bullying and

Other groups that may be able to apply for Express Entry Program include workers in certain professions required by the government, low-skilled workers willing to work in provinces that need their skills, and people on temporary visas who want to move to permanent status. The Canadian government also issues visas for business immigrants through the Immigrant Investor, Entrepreneur and Self-employed Persons programs. The published processing times represent the average time required to complete the application process. The self-employed program is open to people who want to start a activity. Those who are familiar with French and have specific skills needed in the province of Quebec can apply for the program for selected qualified workers. Immigration officials examine application and decide whether to grant a visa. Processing times for Immigration visa vary depending on the type of visa and the method of application. Here's where to find help. Supreme Court clears owners to resume Democratic evictions \$3.5 trillion expense plan moves forward Administration Cuts bureaucracy for pandemic renting aid Federal Court's appeal allows eviction Moratoria Stand Biden: States can continue Some emergency without work Pay eviction Ban survives First Court challenge PiA's common Buying credit child tax? They shall read and complete the specific visa application package they want. These programs are only available in Quebec. Food Window Closes Soon on on Plans PlusA Cheap Obamacare for 2021 New Eviction Face First Legal Challenge CDC Imposes New Eviction Ban Biden says CDC moves new rule prohibits eviction of homeowners ni ni B5.1\$ otuveicr isnetinutats eilgmaf'eravort rep elicaf 'Aip aivni SRI ottarts id oteivid li erednetse rep atrefFO niM-tsal. ekam starcomeD temmulP a 'Atrevop al odnasuac onnats onrevog otuia id immargorP Help in June The first data shows the drop in job applications after the US Wipes Out \$55.6M benefit cut in loans due from misquidened students Lost your job? There are also family-sponsored visas available for Canadian citizensAA and permanent residents A @ AA foreign-born spouses and dependent children. Free health coverage A Probably available Biden pushes the reform plan alongside infrastructure Bill Judge allows eviction to continue, pending appeal 460,000 moreAAAPlus-UpA @ AA Payments have just arrived Revamped Rent Aid Program has more money! less bureaucracy Federal Program could save \$50 on your Internet bill Average waiting for other visas varies from 12 months to just under four years. Cases may take longer* or less time. The Express Entry program allows eligible immigrants to apply through an online platform. Biden proposes to raise the cost of housingAAt pay rent? Choosing to move to another country requires much more* than packing a bag and showing up at the border. CiA' includes the payment of all fees and the presentation of the required documentation. To be eligible for the Immigrant Investor or Entrepreneur programs, individuals must meet equity requirements. In general, immigrants should speak English or French and be prepared to provide biometric data, fingerprints and a photo, as suggested by the Canadian government. Who AA is eligible for a Canadian immigration visa?The Canadian government recommends that those interested in applying for an immigration visa visit its website. HereAe what you need to know about moving to Canada on an immigration visa.Work-based visasCanadian immigration visas fall into three main categories of permanent visas. I who use the quick entry program usually complete the process within six months. These people qualify for the program according to their abilities working, as skilled traders as carpenters, aircraft mechanics, electricians and plumbers. Canada also maintains a program of visa requirements for canadian immigrants change from time to time, so it is important that people check the latest laws when they decide to apply. Some caregivers may also require a permanent immigrant visa if they take care of someone in a private home. Stablecoins need legislative action Now, regulators say Open Enrollment Start for Subsidized Health Insurance Financial Call Win As IRS Reporting Plan Gets Ax HereAe Az Budget Plan could affect your finances Consumer Watchdog Sonde Big Tech Payment Practices Cost of childcare leads debt, waive Pats Debt Ceiling Dictionary: Your guide to the A'AggressiveA' jargon Regulator to bring US Consumer Watchdog What you need to know for this weekAe A s FAFSA public launch sees Slimmer possibilities Loan to Students Loss Account Bank Report Plan could affect almost all Federal Rental Aid System Picks Up Velocita' Hard , Low-paid , Vital Child Care Jobs Finds Few Buyers End of Pandemic Aid PaA' Hit Renters Specially Hard Pandemic Relief: There* that remains and there wilf that A' o gone Treasury Rewards Efficient Rent Aid Programs Senators Grill SEC Chair Over Cryptocurrency Definition How the expense bill could affect your Pocketbook Court Clears New tax protections for borrowers Payday End of unemployment benefits to have ripple effect If Social Security Trust Fund Ran Dry, What then? It also has the most up-to-date information about immigration laws.How to apply for an immigrant visaIndividuals who want to apply for a Canadian immigrant visa must first determine their eligibility. MORE FROM QUESTIONS.NET Here's how to get your free COVID-19 test kit Supreme Court Assi BidenAe A Employer Vaccino Mandate Government insurers to cover COVID MedicareAe A s Record Part B Premium Hike May Shrink Can You Build a Better Child Tax Credit? 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