

# HALTON REGIONAL POLICE SERVICES BOARD

## ADEQUACY STANDARDS POLICY DOCUMENT

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<b>Policy No. &amp; Subject:</b>	<b>B-AI-003 - Equal Opportunity, Discrimination and Workplace Harassment Prevention</b>
<b>Date Approved:</b>	December 12, 2002
<b>Effective Date:</b>	December 12, 2002
<b>Reporting Requirement:</b>	N/A
<b>Revision Dates:</b>	November 27, 2014
<b>Service Directive Linkage:</b>	HRS-021 Workplace Violence HRS-022 Workplace Harassment

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1. **Equal Opportunity, Discrimination and Workplace Harassment Prevention (pursuant to Ontario Human Rights Code, Police Services Act and PSM Guideline AI-003)**

- 1.1 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.

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.

Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

To this end, it is the policy of the Board with respect to equal opportunity; discrimination and workplace harassment prevention that the Chief of Police shall:

- a) establish procedures on equal opportunity that are consistent with the principles of the *Police Services Act* 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 Occupational Health and Safety Act (OHSA);
- 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;

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- e) establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and Section 47 of the *Police Services Act*;
- 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 race relations, diversity and human rights.

(Also refer to Board Policy B-AI-016- Workplace Violence and Harassment)