

**POLICY NO. AI-003
EQUAL OPPORTUNITY, DISCRIMINATION AND
WORKPLACE HARASSMENT PREVENTION**

Table of Contents

<u>Section No.</u>	<u>Page No.</u>
1.0 Preamble.....	1
2.0 Definitions	1
3.0 Objective.....	2
4.0 Policy	2

Related BPS Procedures

- [Procedure #6](#) – Sworn Member Promotional System
- [Procedure #9](#) – Performance Evaluation System
- [Procedure #73](#) – Recruiting & New Hires
- [Procedure #100](#) – Equal Opportunity, Discrimination & Workplace Harassment Prevention
- [Procedure #110](#) – Workplace Violence Prevention
- [Procedure #133](#) – Skills Development & Learning

1.0 Preamble

1.1 WHEREAS subsection 31(1) of the ***Police Services Act*** provides that a Board is responsible for the provision of Police Services and for Law Enforcement and Crime Prevention in the Municipality and shall:

- 1.1.1 Generally determine after consultation with the Chief of Police, objectives and priorities with respect to the Police Service in the Municipality;
- 1.1.2 Establish priorities for the effective management of the Police Service, and
- 1.1.3 Direct the Chief of Police and monitor their performance.

1.2 AND whereas ***O. Reg. 3/99*** prescribes standards for adequacy and effectiveness of Police Services.

2.0 Definitions

- 2.1 **Board** – shall mean the Barrie Police Services Board.
- 2.2 **BPS** – the acronym for the Barrie Police Service.
- 2.3 **Chief** – shall mean the Chief of Police.

2.4 **OHRC** – the acronym for the **Ontario Human Rights Code**.

2.5 **OHS**A – the acronym for the **Ontario Health & Safety Act**.

2.6 **PSA** – the acronym for the **Police Services Act**.

3.0 Objective

3.1 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:

3.1.1 Employment.

3.1.2 Promotion.

3.1.3 Preferred assignments, and

3.1.4 Career enhancements through lateral transfer.

3.2 This objective is to be achieved by ensuring that:

3.2.1 No discriminatory barriers exist in the workplace.

3.2.2 No discriminatory or harassing practices or behaviours exist in the workplace, and

3.2.3 The human rights of Members and potential Members are upheld and respected both in rule and in practice.

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

4.0 Policy

4.1 It is the policy of the Board with respect to Equal Opportunity, Discrimination and Workplace Harassment Prevention that the Chief will:

4.1.1 Establish procedures on Equal Opportunity, that are consistent with the principles of the **PSA** and the **OHRC**, including:

4.1.1.1 Recruitment.

4.1.1.2 Selection.

4.1.1.3 Career Development, and

4.1.1.4 Promotion.

4.1.2 Prepare procedures with respect to Workplace Harassment and develop and maintain a program to implement the policy in accordance with the **OHS**A.

4.1.3 Establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping.

4.1.4 Ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace.

- 4.1.5 Establish procedures on Employment Accommodation in accordance with the **OHRC** and Section 47 of the **PSA**.
- 4.1.6 Implement an Employee Performance Appraisal System that includes key commitments related to diversity and human rights, and
- 4.1.7 Ensure that all Officers receive training on diversity and human rights.

Dated this _____ day of _____, 20____.

Board Chair

Board Administrator