



EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE HARASSMENT PREVENTION*

*Workplace Harassment Prevention is addressed in Board Policy PRP-AI-003 Violence Harassment in the Workplace

AS-AI-003

Effective Date: 2011/09/23

Amended: 2012/10/17

Reviewed: 2015/09/25

Amended: 2018/11/23

Policy Statement

It is the policy of the Regional Municipality of Peel Police Services Board that the requirements set out in this document will form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in the administration and operation of the Peel Regional Police.

The Regional Municipality of Peel Police Services Board is committed to providing a work environment which encourages mutual respect and preserves personal dignity. It affirms that all members have the right to work in an environment that is free from discrimination and harassment.

- a) The Board observes and upholds the *Ontario Human Rights Code*, subsection 5(1) which states:
“Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability. Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability. (Section 5)”, and will ensure reasonable measures are instituted and maintained so no member is subject to discrimination, including harassment;
- b) The Board states that all members, and any individuals representing the police service either on a paid or voluntary basis, are responsible for respecting the dignity and rights of their colleagues and co-workers, and for upholding the provisions which guarantee those rights pursuant to the *Ontario Human Rights Code*; and
- c) The Board states it will not tolerate or condone conduct which can be construed as unlawful discrimination, including harassment pursuant to the *Ontario Human Rights Code*, and directs that an internal complaint procedure be established, as provided for by the *Code*, to ensure appropriate and expeditious resolution of a complaint where possible.

1. Policy Requirements

It is the policy of the Board that the Chief of Police will:

- a) Ensure complete compliance with legislative and constitutional requirements, and recognized legal principles;
- b) Ensure that members act with full respect for human dignity and according to professional standards of skill, integrity and accountability;

- c) 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;
- d) Establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
- e) Ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
- f) Establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act*;
- g) Ensure that all members receive training on diversity and human rights;
- h) Ensure an employee performance appraisal system is implemented;
- i) Ensures uniform and civilian recruitment and selection and promotional processes are valid, equitable and appropriately administered in accordance with the applicable provisions of governing legislation and the Uniform and Civilian and Senior Officers Collective Agreements; and
- j) conduct ongoing statistical analysis, qualitative and quantitative review of all equal opportunity, workplace discrimination and harassment practices to ensure compliance with this policy, police service directives and legislative requirements.

2. Reporting

The Chief of Police will:

- i. on an annual basis, provide the Board with annual statistical comparisons, trend analysis, outcomes and identified risks with respect to the Equal Opportunity Plan; and
- ii. report to the Board on an exception basis. This applies to those circumstances where a situation involving equal opportunity, workplace discrimination and/or harassment practices has resulted in an “exceptional” circumstance, or a circumstance which may be detrimental to the police service; and/or has resulted in significant issues of potential liability to the Board and the police service.

3. Authority/Legislative Reference

Police Services Act, Sections 1 & 47

Ontario Human Rights Code

Occupational Health and Safety Act (OHSA) through Bill 168

Board Minute: #69/11

Board Minute: #60/15

Board Minute: #IC35-11-18

Replaces: Race Relations - Adopted 1993/04/16 (*pages II-AA-4 – II-AA-10*)

Human Rights Complaints – Adopted 1996/02/23 (*pages II-N-4-II-AA-5*)

Employment Equity – Adopted 1991/03/15 (*pages II-J-1*)

Promotions – Adopted 1991/08/16 (*pages II-Y-1*)

4. Linkage to Appropriate Police Service Procedure/Directive/PSB Policies

Peel Regional Police Recruitment and Selection Manual

Performance Appraisal and Developmental Planning Manual

Uniform, Civilian, and Senior Officers' Collective Agreements

I-A-205 (F) Workplace Discrimination and Harassment

PRP- AI-013 Violence and Harassment in the Workplace

PRP-AI-005 Human Rights Applications Management and Disposition

PRP-HR-003 Grievance Settlements