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HARASSMENT AND DISCRIMINATION PREVENTION POLICY
(in accordance with the Ontario Human Rights Code and Occupational Health and Safety Act)


POLICY STATEMENT	<p>The City of Hamilton is committed to maintaining an inclusive work environment that promotes mutual respect for the dignity and worth of each person. In this diverse and equitable Workplace, all Employees will have the opportunity to contribute fully to the City of Hamilton’s mission, vision and values, and each Employee’s unique contribution will be respected.</p> <p>The City upholds an environment free from any form of Harassment or Discrimination by any of its Employees, in the Workplace, and at any work-related functions, or in any other work-related and/or staff social functions, such as holiday parties sanctioned by the Employer, or in any other work-related circumstances. The City prohibits Harassment and Discrimination, and it will not be tolerated from any person including Employees, Employers, members of Volunteer Advisory Committees, Agencies and Boards, Elected Officials, volunteers, service users, and citizens in the Workplace or in City owned and operated public spaces.</p> <p>The City of Hamilton upholds a zero tolerance to Harassment and Discrimination. Employees of the City of Hamilton are entitled to work in an environment free from Harassment and Discrimination that is based on any of the protected grounds under the Ontario <i>Human Rights Code</i>, which includes:</p> <ul style="list-style-type: none"> • Race • Sex (including pregnancy) • Colour • Disability • Ancestry • Sexual Orientation • Place of Origin (where one was born) • Age • Ethnic Origin • Marital Status (includes same sex partnership status) • Citizenship • Family Status • Creed • Gender Identity
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	<ul style="list-style-type: none"> • Gender Expression • Record of Offence, for which a pardon has been granted (in employment only) • Receipt of Public Assistance (in housing/accommodation only) <p>as well as the broader definitions of Workplace Violence and Workplace Harassment as outlined in the <i>Occupational Health and Safety Act</i>.</p> <p>The City seeks to ensure the safety and security of all Employees and service users and will not tolerate harassment involving any form of violence or other inappropriate behaviors at any City owned or operated facilities or public space, in written or verbal communications with Employees, members of Volunteer Advisory Committees, Agencies and Boards, Elected Officials, service users, and citizens, or at any other location where City staff are considered to be working.</p>	
PURPOSE	<p>The intention of this policy and its procedure is to outline the City of Hamilton's commitment to maintain a healthy, respectful and supportive workplace by preventing Harassment and Discrimination from occurring in the workplace and in any City owned or operated facility or public space and, where necessary, to act upon complaints of Harassment and Discrimination promptly, fairly, thoroughly and with due regard for confidentiality for everyone involved.</p> <p>Under the <i>Occupational Health and Safety Act</i>, the City of Hamilton is required to have a policy and procedure for managing and investigating Harassment complaints. This policy and its associated procedure (Procedure for Resolving Harassment and Discrimination Issues) are consistent with the City's obligations under the <i>Occupational Health and Safety Act</i>.</p> <p>Any individual has the right to pursue complaints relating to Harassment and Discrimination based on any of the prohibited grounds under the Ontario <i>Human Rights Code</i> with the Ontario Human Rights Tribunal. All Employees also have the right to file a complaint with the Ministry of Labour, Immigration, Training and Skills Development. The rights and processes for unionized employees may be guided or varied under their collective agreements.</p>	


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	<p>The City also has a Violence in the Workplace Prevention Policy that addresses concerns related to Workplace Violence.</p> <p>This policy contains definitions related to Harassment and Discrimination and identifies the rights and responsibilities of all Employees, including Management, as well as the rights and responsibilities of members of Volunteer Advisory Committees, Agencies and Boards, Elected Officials, volunteers and service users.</p>	
SCOPE	<p>This policy applies to all City of Hamilton Employees, including but not limited to regular, temporary, contract and probationary employees, and to contractors, consultants, volunteers, students, interns, as well as applicants for employment. This policy also applies to members of Volunteer Advisory Committees, Agencies, and Boards, Elected Officials, volunteers and members of the public. Service recipients, visitors to and users of City facilities/public space and individuals conducting business with the City of Hamilton, or with support from the City of Hamilton, are also expected to adhere to the intent of this policy and are expected to demonstrate respectful behaviour and not to engage in any form of Harassment or Discrimination against Employees or other individuals/groups. If Harassment or Discrimination occurs, the City will take all reasonable and necessary steps to ensure an environment free from Harassment and Discrimination to the extent possible, which may include: communication of expected behaviours; cease and desist letters; issuance of No Trespass notices; contacting Police; requesting injunctions; and, prosecution.</p> <p>Should members of the public believe they have been subject to or have witnessed Harassment or Discrimination involving an Employee, they can initiate a complaint under this policy.</p> <p>Anyone who has a concern of Harassment or Discrimination involving an individual who is a member of a Local Board, Agency or Volunteer Advisory Committee would pursue a complaint through the Integrity Commissioner as per the Complaint Protocol outlined within By-Law 22-019 Code of Conduct for Local Boards</p>	


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Definitions			
Abuse of Authority	<p>An individual's improper use of power or authority or perceived authority to intimidate, threaten or coerce an individual in a manner that is not consistent with City policies. May include behaviours such as, but not limited to:</p> <ul style="list-style-type: none"> • taking advantage of a position of authority to exploit, compromise or mistreat others; • endangering a person's job or threatening a person's economic livelihood, or interfering with or influencing the career of an individual; • intimidation, threats, blackmail and coercion. <p>Abuse of authority may also take the form of behaviours such as shouting, belittling a person's work, favouritism/exclusion, unjustifiably withholding information that a person needs to perform their work and asking subordinates to take on personal errands.</p>		
Bad Faith	<p>Refers to a complaint brought with an ulterior motive, for example, motivated by ill will, hostility, malice, personal animosity, lack of fairness or impartiality, lack of total honesty such as withholding information. It includes serious carelessness, recklessness, and intentional fault. It is characterized by an intention to mislead.</p>		
Complainant	<p>Any person who makes a complaint.</p>		
Disability	<p>Defined as:</p> <ol style="list-style-type: none"> 1. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device, 2. a condition of mental impairment or a developmental disability, 		


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Discrimination	<ol style="list-style-type: none"> 3. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language, 4. a mental disorder, or 5. an injury or disability for which benefits were claimed or received under the insurance plan established under the <i>Workplace Safety and Insurance Act, 1997</i>. <p>Disability should be interpreted in broad terms. It includes both present and past conditions, as well as a subjective component, namely, one based on perception of disability.</p> <p>Involves differential treatment of an individual or group of individuals which is based, in whole or in part, on one or more of the protected grounds under the Ontario <i>Human Rights Code</i> and which has an adverse impact on the individual or group of individuals. According to the Ontario Human Rights Commission, it includes the following elements:</p> <ol style="list-style-type: none"> 1. not individually assessing the unique merits, capacities and circumstances of a person; 2. instead, making stereotypical assumptions based on a person's presumed traits; 3. having the impact of excluding persons, denying benefits or imposing burdens. 		
Employee	Workers in an employment relationship with an Employer. This includes all Employees of the City of Hamilton, union and non-union including, but not limited to, regular, casual, temporary, probationary and contract Employees.		
Employer	In accordance with the <i>Occupational Health and Safety Act</i> , means a person who employs one or more workers or contracts for the services of one or more workers and includes a contractor or subcontractor who performs work or supplies services and a contractor or subcontractor who undertakes with an owner, constructor, contractor or subcontractor to perform work or supply services.		


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Frivolous	Characterized by a lack of seriousness or sense; of little or no weight, worth or importance, not worthy of serious notice; not reasonably purposeful.		
Harassment	Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.		
Management	Any individual responsible for directing the work of others, including but not limited to elected officials (when in a supervisory relationship with City Employees), the City Manager, General Managers, Executive Directors, Directors, Managers, and Supervisors, and People Leaders. These individuals are considered a part of the “directing mind” of the organization and the City of Hamilton could be held liable by a court or tribunal if these individuals violate the Ontario <i>Human Rights Code</i> themselves or fail to engage in actions that prevent and disrupt Harassment or Discrimination in the Workplace. Even non-supervisors may be considered to be part of the “directing mind” if they have <i>de facto</i> supervisory authority or have significant responsibility for the guidance of employees.		
Workplace Harassment	<p>Workplace Harassment as defined by the <i>Occupational Health and Safety Act</i> means:</p> <ol style="list-style-type: none"> a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or b) Workplace Sexual Harassment. <p>Workplace Harassment can make a person feel uncomfortable, distressed, offended or intimidated. Types of behaviour that may constitute Workplace Harassment include, but are not limited to:</p> <ul style="list-style-type: none"> • Ongoing condescending comments or name calling • Repeated offensive gestures or comments • Practical jokes • False accusations • Spreading malicious rumours, gossip, or innuendo • Excluding, isolating or ignoring someone • Undermining or deliberately impeding a person's work • Constantly changing work guidelines • Withholding necessary information or purposefully giving the wrong information 		


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<p>Poisoned (Toxic) Work Environment</p>	<ul style="list-style-type: none"> • Yelling or using profanity • Criticizing a person persistently or constantly • Belittling a person's opinions • Unreasonable blocking of applications for training, leaves of absence. or promotion • Tampering with a person's personal belongings or work equipment • Abuse of power or authority which negatively disrupts or prevents the performance of Workplace duties or unduly influences Workplace decisions, or requests to perform duties outside the scope of job requirements such as requests for personal errands • Persistent, excessive or unjustified criticism and constant scrutiny beyond reasonable exercise of supervisory duties • Intimidation • Public performance reviews that undermine the individual's credibility or undermine their ability to perform • Being coerced to engage in conduct that is not consistent with Workplace expectations of the City of Hamilton. • Bullying • Actions which create a "Poisoned Work Environment" which is hostile, intimidating or offensive <p>Workplace Harassment is generally not an isolated insult or adverse comment; nor is it a reasonable action taken by an employer or supervisor relating to the management and direction of workers or the workplace.</p> <p>A work environment where inappropriate comments, behaviour or the display of offensive material has an adverse impact on an individual or a group. The offending behaviour does not need to be directed towards an individual but may have an adverse impact in the Workplace that goes beyond the original incident. The adverse impact can include psychological suffering.</p> <p>A Poisoned Work Environment may result from a pattern of events or a single, serious remark or action.</p> <p>A Poisoned Work Environment can also be known as a toxic work environment.</p>	


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Respondent	Any person who is the subject of a complaint (i.e., a complaint is made against them).		
Sexual and Gender-based Harassment	<p>Sexual and Gender-Based Harassment includes unwanted or unwelcome actions or comments of a sexual or gender-related nature. Sexual and Gender-based Harassment does not have to be sexual in nature. Stereotypical comments or actions about one's gender can be a form of Sexual and Gender-based Harassment. Sexual and Gender-based Harassment can happen to anyone. This includes Workplace Sexual Harassment.</p> <p>Usually, Sexual and Gender-based Harassment is a pattern of behaviour that occurs over a period of time; however, a single incident can be serious enough to be considered Sexual and Gender-based Harassment.</p> <p>Workplace Sexual Harassment is further defined under the <i>Occupational Health and Safety Act</i> to include:</p> <ul style="list-style-type: none"> • engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, • making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. 		
Bullying	<p>Bullying is the misuse of power or position to persistently criticize, condemn or openly humiliate an individual, in a manner that undermines their ability. This involves the misuse of power or aggression to control or distress another. The power differential can take various forms, including the exercise of power in numbers, through one's position etc. The behaviour is often repeated. Bullying can also take many different forms, including physical, verbal, non-verbal, unduly influencing a decision, social isolation or overt exclusion etc.</p>		
Trivial	Of very little value or importance.		

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Vexatious	Without reasonable or probable cause or excuse; harassing; annoying; instituted maliciously or on the basis of improper motives; intended to harass or annoy.		
Workplace	Workplace includes all locations where business or social activities of the City are conducted. This policy may apply to incidents that happen away from work (e.g., inappropriate social media posts, phone calls, e-mails or visits to an employee's home, incidents at luncheons, after work socials).		
Terms & Conditions	The following terms and conditions apply to this Policy:		
1. Discriminatory or Harassing Behaviours	<p>Discriminatory or harassing behaviour results from actions directed at specific individuals or groups, which are unwelcome or unwanted; or may be actions which are not directed at a particular individual, but have created a "Poisoned Work Environment" which is hostile, intimidating or offensive.</p> <p>Examples of discriminatory or harassing behaviours include, but are not limited to:</p> <ul style="list-style-type: none"> • Racial or ethnic slurs • Written or verbal abuse or threats based on a protected ground • Unwelcome remarks, jokes, nicknames, taunts, suggestions related to a person's body, attire, age, marital status, sex or gender, ethnic or racial origin, creed, disabilities, sexual orientation, or any protected grounds • Practical jokes related to a protected ground which result in embarrassment or insult or negatively affect work performance • Abuse of Authority which undermines performance or threatens careers, based on a protected ground • Vandalism of personal property • Displays of racist or other offensive or derogatory material • Derogatory cartoons or graffiti based on a protected ground • Patronizing or condescending behaviour or language which reinforces stereotypes and undermines self-respect • Inappropriate references to racist organizations or individuals • Accessing, displaying, transmitting or storing (including on the City's technology systems, including computer network etc.) material which violates any Canadian federal or provincial law or City by-law or directive, or is harassing, 		


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	<p>discriminatory, or obscene and conducive to a Poisoned Work Environment. (See City of Hamilton Computer Acceptable Use Policy).</p> <p>Examples of Sexual and Gender-based harassment include but are not limited to:</p> <ul style="list-style-type: none"> • Demanding hugs • Cornering, leaning over or similar examples of invading personal space • Making unnecessary physical contact, including unwanted touching • Using language that puts someone down and/or comments towards a person that are sex-specific derogatory names • Leering or inappropriate staring • Making gender-related comments about someone's physical characteristics or mannerisms • Making negative comments or treating someone badly because they don't conform with sex-role stereotypes • Showing or sending pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including online) • Sexual jokes, including passing around written sexual jokes (for example, by e-mail) • Rough and vulgar humour or language related to gender • Using sexual or gender-related comments or conduct to bully someone, spreading sexual rumours (including online) • Making suggestive or offensive comments or hints about members of a specific gender • Making sexual proposition • Verbally abusing in a sexual manner • Threatening or taunting someone based on gender • Bragging about sexual prowess • Demanding dates or sexual favours • Asking questions or talking about sexual activities • Making an employee dress in a sexualized or gender-specific way • Engaging in behaviours that undermine someone's status or position of responsibility • Making threats to penalize or otherwise punish a person who refuses to comply with sexual advances (known as reprisal). • Display of sexually offensive material 	


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	<ul style="list-style-type: none"> • Making sexual requests or suggestions (known as sexual solicitation) 	
2. Complaints	<p>Complainants and Respondents have the right to confidential, objective advice from the Human Rights & Workplace Harassment Investigator for the City of Hamilton.</p> <p>The Procedure for Resolving Harassment and Discrimination Issues outlines the steps for handling of complaints, including the following options:</p> <ul style="list-style-type: none"> • Complaint to the City of Hamilton, through an Employee’s Supervisor • Complaint directly to the Human Rights & Workplace Harassment Investigator in the Human Resources Department • Application to the Human Rights Tribunal of Ontario • Filing of a grievance for those Employees covered under a collective agreement • Complaint to Police if a criminal act is believed to have occurred 	
3. Confidentiality	<p>The City of Hamilton will make every reasonable effort to maintain confidentiality for Employees involved in Harassment and Discrimination complaints or incidents subject to the requirements of procedural fairness of the investigation and resolution procedure. Confidentiality extends to all records relating to complaints, including but not limited to meetings, interviews and investigation results. Breaches of confidentiality may be subject to appropriate disciplinary action. Complainants, Respondents and witnesses will be advised to maintain confidentiality concerning complaints or incidents. Any record of discipline which occurs as a result of a complaint will be included in the disciplined Employee’s file for the length of time required by law. However, all records are subject to the provisions of the <i>Municipal Freedom of Information and Protection of Privacy Act</i> and may be subject to disclosure under the Act or as otherwise required by law.</p>	
4. Procedural Fairness	<p>The rules of procedural fairness govern all activities occurring under this policy. Procedural fairness ensures that parties are provided with a fair assessment of the complaint, Respondent(s) will be informed of the allegations raised against them and parties to the</p>	

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5. Reprisal	<p>investigation will be provided with a meaningful opportunity to respond to allegations made against them.</p> <p>A reprisal is an action or threat that is intended as retaliation for claiming or enforcing a right under the <i>Ontario Human Rights Code</i> and <i>Occupational Health and Safety Act</i>.</p> <p>Any form of retaliation against parties involved in a complaint (including a Complainant, Respondent, Witness, Investigator etc.) will be considered a serious violation of this Policy and will not be tolerated. Such retaliatory actions may be subject to disciplinary action, up to and including termination of employment.</p>		
6. Trivial, Frivolous/ Vexatious Complaints	<p>The City of Hamilton prohibits complaints that are trivial, frivolous, vexatious or made in bad faith. Any Employee found to have lodged such a complaint may be subject to disciplinary action, up to and including termination of employment.</p>		
Responsibilities			
Shared Responsibility	<ul style="list-style-type: none"> All Employees have the right to work in a healthy, respectful and supportive environment free from Harassment and Discrimination. Employees share a collective responsibility to ensure that their work environment is free from Harassment and Discrimination. All Employees have a positive obligation to report incidences of Harassment and Discrimination when they become aware of them. All individuals have the right to access and enjoy City owned and operated facilities and public spaces in a respectful and inclusive manner. The responsibilities of Employees, the Employer, Management, members of Volunteer Advisory Committees, Agencies and Boards, Elected Officials, volunteers and service users are specified below. 		
Employee Responsibility	<ul style="list-style-type: none"> All Employees are required to attend mandatory training related to Harassment and Discrimination prevention. Failure to attend such mandatory training without a valid reason approved by a 		

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Employer Responsibility	<p>member of Management shall result in discipline up to and including termination.</p> <ul style="list-style-type: none"> • Employees must not engage in any behaviour or comments that are or may be perceived as Harassment or Discrimination. Employees are required to report incidents of Harassment, Discrimination, Personal Harassment, or Reprisal to their Supervisors or Managers or to the Human Rights & Workplace Harassment Investigator in Human Resources immediately. • It is the responsibility of all individuals covered by this Policy to cooperate fully in any attempts to resolve a matter under this Policy and to cooperate fully in the investigation of any Complaint. This includes maintaining confidentiality in relation to the ongoing investigation as well as upon completion of the investigation. Any Employee who refuses to participate in an investigation or the resolution of a matter under this Policy, or who knowingly or recklessly makes a false statement or gives false or misleading information, will be subject to disciplinary action up to and including termination of employment. • Provide a Workplace free from Harassment and Discrimination that is based on the protected grounds under the Ontario <i>Human Rights Code</i> and Personal (Workplace) Harassment as outlined in the <i>Occupational Health and Safety Act</i>. • Ensure corporate Policies and Procedures comply with the Ontario <i>Human Rights Code</i> and <i>Occupational Health and Safety Act</i>. • Ensure information and instruction on the content of a Harassment prevention program is shared with all Employees. • Ensure visible notification of Harassment prevention program in City owned or operated facilities and public spaces. • Provide Harassment and Discrimination prevention education to all Employees. • Create an environment that encourages the reporting of all incidents of Harassment and Discrimination. • Provide a process to handle and investigate Harassment and Discrimination complaints in the most effective, fair and timely manner, and appropriate in the circumstances. • Inform the Complainant and Respondent (if Employees of the Employer) of the results of the investigation in writing and advise 	

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Management Responsibility	<p>of any corrective action that has been or will be taken by the City of Hamilton to address workplace Harassment or Discrimination.</p> <ul style="list-style-type: none"> • Management is responsible for providing a Workplace that is free of Harassment and Discrimination, and for intervening if Harassment or Discrimination occurs. They must ensure that incidents of Harassment and Discrimination are not tolerated, ignored or condoned. • Management is responsible for their own actions as well as managing and addressing the actions of staff under their supervision. In order to prevent Harassment and Discrimination, to address perceived Harassment and Discrimination, and to address Employee complaints with respect to Discrimination or Harassment on the basis of the protected grounds under the <i>Ontario Human Rights Code</i> and the <i>Occupational Health and Safety Act</i>, Management will undertake the following actions: <ul style="list-style-type: none"> ○ Demonstrate appropriate behaviour by never engaging in, tolerating or condoning Harassment or Discrimination. ○ Ensure Employees are attending mandatory training related to Harassment and Discrimination prevention. ○ Make all reasonable efforts possible to protect Employees from Harassment and Discrimination. ○ Consult with the Human Rights & Workplace Harassment Investigator on all matters that may pertain to this Policy. ○ If Harassment or Discrimination is suspected, or if an Employee reports that they are being harassed or discriminated against, action must be taken in accordance with this Policy and the associated Procedure (Procedure for Resolving Harassment & Discrimination Issues). Accordingly, Management must consult with the Human Rights & Workplace Harassment Investigator immediately upon learning or suspecting that Harassment or Discrimination may be occurring. In consultation with the Human Rights & Workplace Harassment Investigator, Management must approach an Employee if Harassment or Discrimination is suspected because some Employees may be reluctant to bring forward concerns. ○ Respond immediately to any Harassment or Discrimination complaints by contacting the Human Rights & Workplace Harassment Investigator. Only a Human Rights & Workplace Harassment Investigator may formally investigate a Harassment or Discrimination Complaint (see the Procedure 	

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Service Recipient/User/Visitor /Volunteer Responsibility	<p>for Resolving Harassment and Discrimination Issues). Management who are aware of Harassment or Discrimination and do not take corrective action in consultation with the Human Rights & Workplace Harassment Investigator, may be subject to disciplinary action, up to and including termination of employment.</p> <ul style="list-style-type: none"> ○ In consultation with the Human Rights & Workplace Harassment Investigator/Labour Relations, take remedial action with Employees who violate this Policy, including disciplinary action, training, education or any other action deemed appropriate given the circumstances. <ul style="list-style-type: none"> ● Service recipients, visitors to and users of City facilities/public space and individuals conducting business with the City of Hamilton, or with support from the City of Hamilton are expected to demonstrate respectful behaviour and must not engage in any behaviour or comments that are or may be perceived as Harassment or Discrimination towards employees and/or other individuals/groups. ● In addition, volunteers and service users have a duty to report of acts of violence, vandalism and/or inappropriate behaviours to a City employee and/or a designated person of the appropriate organization within 24 hours. ● Any individual who is not an Employee who refuses to participate in an investigation or the resolution of a matter under this Policy will be subject to appropriate suspension, denial of services, prohibited from accessing City facilities, or suspension/removal from Volunteer Advisory Committee, Agency, Board, etc., as deemed appropriate in the circumstances. 		
RELATED DOCUMENTS	<p>The following are related documents to this Policy:</p> <p>Legislation:</p> <ul style="list-style-type: none"> ● <i>Ontario Human Rights Code</i> ● <i>Occupational Health and Safety Act</i> ● <i>Accessibility for Ontarians with Disabilities Act</i> ● <i>Municipal Freedom of Information and Protection of Privacy Act</i> <p>Procedure:</p>		

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	<ul style="list-style-type: none"> • <i>Procedure for Resolving Harassment and Discrimination Issues</i> <p>Policies:</p> <ul style="list-style-type: none"> • <i>Protocol for Gender Identity and Gender Expression; Transgender and Gender Non-Conforming Persons</i> • <i>Violence in the Workplace Prevention Policy</i> <p>Contact: For more information on this Policy, contact a Human Rights & Workplace Harassment Investigator in Human Resources, City Manager's Office.</p>	
HISTORY	<p>This policy replaces previous Harassment and Discrimination Prevention Policy, approved by Council on April 27, 2005 (Report HUR05005).</p> <p>The Corporate Policy Review Group and an Employment Lawyer, specializing in Human Rights, were consulted in the revisions made to this Policy.</p> <p>Approved by Council of the City of Hamilton 2014-02-12.</p> <p>This Policy was updated to be consistent with Bill 132 and changes to the <i>Occupational Health and Safety Act</i> coming into effect on September 8, 2016.</p> <p>The policy was revised to combine the Harassment & Discrimination Policy and the Personal Harassment Prevention Policy.</p> <p>HRLT reviewed the updated policy 2023-05-29.</p> <p>Corporate Policy Review Group reviewed the updated policy on 2023-06-05.</p> <p>Senior Management Team reviewed updated policy on 2023-07-20.</p> <p>Legal Services reviewed the updated policy on 2023-08-16.</p>	