



PETERBOROUGH LAKEFIELD POLICE SERVICES BOARD

AI-003 - Equal Opportunity, Discrimination and Workplace Harassment

1. It is the policy of the Peterborough Lakefield Police Services Board with respect to equal opportunity and workplace harassment that the Chief of Police will:
 - 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) establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
 - c) ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
 - d) establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act*;
 - e) implement an employee performance appraisal system; and
 - f) ensure that all officers receive training on race relations, diversity and human rights.

2. Administration

- 2.1 That Policy 2001- 62 Equal Opportunity, Discrimination and Workplace Harassment passed the 9th day of March 2004, be repealed.
- 2.2 That this Policy is hereby enacted by the Peterborough Lakefield Police Services Board on this 16th day of March, 2006 and shall take effect on that date.

Dr. Thomas H.B. Symons, Chair
Peterborough Lakefield Police Services Board

Additional References:

Evaluation Date: September 28th, 2009
Issue Date: March 16th, 2006
Revision Dates: