



Peterborough Police Services Board

AI-003 - Equal Opportunity, Discrimination and Workplace Harassment

1.0 Objectives

- 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.
- 1.2 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.
- 1.3 Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

2.0 Policy

- 2.1 It is the policy of the Peterborough 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) prepare procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the *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;
- 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.

3.0 Administration

- 3.1 That this Policy is hereby enacted by the Peterborough Police Services Board on this 20th day of October 2014 and shall take effect on January 1st 2015.

Garth Wedlock, Chair
Peterborough Police Services Board

Additional References:

Adopted by the Peterborough Police Services Board on October 20th 2014
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