



Policy Name:	Harassment Policy	Policy #:	TBD
Policy Category:		Date:	July 22, 2019
Policy Owner:	Board of Directors	Next Review Date:	July 2020

Northumberland Players is an environment where workplace harassment will not be tolerated from any person. Everyone in the workplace must be dedicated to preventing workplace harassment. Supervisors, workers, members, contractors and volunteers are expected to uphold this policy, and will be held accountable by the Northumberland Players.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome.

Workers, Members, Volunteers and Contractors are encouraged to report any incidents of workplace harassment promptly.

The Board of Directors will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting the complainant's privacy as much as possible.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal on a matter related to Ontario's Human Rights Code within one year of the last alleged incident. A complainant also retains the right to exercise any other legal avenues that may be available.

Related Policies and Procedures

Safe Spaces Policy and Procedures

Document History

July 22, 2019

Approved by the Board of Directors