



REPORT TO

GOVERNANCE AND POLICY
COMMITTEEUPDATE TO HARASSMENT AND DISCRIMINATION
H.M. 14

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope (Jeremiah 29:11)

Drafted

September 26, 2022

Meeting Date

October 4, 2022

Corrado Maltese, Coordinator, Occupational Health and Safety

Isolina Varano, Coordinator, Conflict Resolution

Lynda Coulter, Executive Superintendent, Human Resources, Leadership, Equity

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends updating the current Policy on Policy H.M.14, Harassment and Discrimination, to align with the 2022-2025 Multi-Year Strategic Plan and Meta Policy Template. No substantive changes are made to the content of the Policy.

The cumulative staff time required to prepare this report was 3 hours

B. PURPOSE

1. This Recommendation Report is on the Order paper of the Governance and Policy Committee as it recommends policy revision.

C. BACKGROUND

1. This policy was approved in May 2007 and has not been amended since August 2016.
2. The Occupational Health and Safety Act (OHSA) requires that the employer prepare and review a written policy with respect to workplace harassment and to review the policy as often as necessary, but at least annually.

D. EVIDENCE/RESEARCH/ANALYSIS

1. This policy has been amended in consultation with staff from the Facilities and Communications Departments, Field Superintendents and Legal Services. Staff also consulted the various labour parties on the Board's three Multisite Joint Health and Safety Committees.

E. METRICS AND ACCOUNTABILITY

1. Staff will review this policy annually in consultation with the three Multisite Joint Health and Safety Committees.
2. There is a requirement under OHSA to post this policy on the Health and Safety Bulletin Board in every school and TCDSB workplace.

F. STAFF RECOMMENDATION

Staff recommends to the Governance and Policy Committee that the revised Policy H.M. 14, Harassment and Discrimination provided in this Report, Appendix A be adopted.