



REPORT TO

REGULAR BOARD

ANNUAL REVIEW OF POLICY H.M. 14, HARASSMENT AND DISCRIMINATION

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

August 21, 2023

Meeting Date

September 21, 2023

Corrado Maltese, Coordinator, Occupational Health and Safety

Nairi Kazazian, Sr. Coordinator, Labour Relations

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 is recommending no changes to Policy H.M. 14, Harassment and Discrimination.

The cumulative staff time required to prepare this report was 0.5 hours.

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as a requirement to review annually Policy H.M. 14, Harassment and Discrimination

C. BACKGROUND

1. Policy H.M. 14, Harassment and Discrimination was approved in May 2007 and last reviewed in October 2022.
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.
3. Recommendations in this report were reviewed at the September 5, 2023 meeting of the Governance and Policy Committee.

D. EVIDENCE/RESEARCH/ANALYSIS

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

E. METRICS AND ACCOUNTABILITY

1. Staff will review this policy annually with the three Multisite Joint Health and Safety Committees.

2. This policy is posted on the Health and Safety Bulletin Board in every school and TCDSB workplace as per the OHSA.

**F. GOVERNANCE AND POLICY COMMITTEE
RECOMMENDATION**

The Governance and Policy Committee recommends that Policy H.M. 14 in Appendix A be maintained in its current form.