



REPORT TO

REGULAR BOARD

REPORT OF THE GOVERNANCE AND POLICY COMMITTEE ON UPDATE TO HARASSMENT AND DISCRIMINATION POLICY (H.M.14) AND RESPECTFUL WORKPLACE PROGRAM

*Blessed are the peacemakers, for they shall be called sons of God.
Matthew 5:9*

Created, Draft	First Tabling	Review
June 14, 2016	August 25, 2016	
Maria Rizzo, Chair, Governance and Policy Committee Caitlin Kavanagh, Sr. Manager, Employee Relations & Policy Development		
RECOMMENDATION REPORT		

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.



Members of the Committee:

Maria Rizzo, Chair
 Nancy Crawford, Vice Chair
 Jo-Ann Davis, Trustee Ward 9
 Angela Kennedy, Ex-Officio
 Frank D'Amico, Ex-Officio

A. EXECUTIVE SUMMARY

This report recommends updates to the Harassment and Discrimination policy (H.M. 14) and to the Respectful Workplace program to reflect new legislative requirements under Bill 132, *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*, 2016. The policy and guidelines have also been amended to reflect a broadened scope beyond employees of the board.

B. PURPOSE

This Recommendation Report is on the Order Paper of the Regular Board as it recommends a policy revision.

C. APPENDIX

APPENDIX A: Harassment and Discrimination Policy (H.M. 14) and Respectful Workplace Program with proposed amendments

D. STAFF RECOMMENDATION

That the Board accept the recommendation of the Governance and Policy Committee and approve the Harassment and Discrimination Policy (H.M. 14) and Respectful Workplace Program as amended and proposed in Appendix A.