



The Corporation of the Township of Huron-Kinloss

Staff Report

Report Title: Workplace Violence and Harassment Policy Update

Date: Mar. 3, 2025

Report Number: CAO-2025-05

Department: CAO

File Number: C11-CAO25

Prepared By: Leanne Scott, HR Generalist

Attachments: Workplace Violence and Harassment Policy

Recommendation:

THAT the Township of Huron-Kinloss Committee of the Whole hereby approves Report Number CAO-2025-05 prepared by Leanne Scott, HR Generalist;

AND FURTHER authorizes the appropriate by-law coming forward.

Background:

The *Working for Workers Five Act, 2024* (Bill 190) received Royal Assent on October 28, 2024. This new legislation provided updates to different Acts, including the *Occupational Health and Safety Act*. This changed the definition of harassment and sexual harassment in the workplace, to include protection against virtual harassment and virtual sexual harassment.

Discussion/Analysis/Overview:

In accordance with the updated legislation Staff have added to the list of work-related activities - Virtually through the use of information and communications technology, as in the coverage statement of the policy.

Staff will update the Workplace Violence and Harassment Policy and review and update any related internal procedures, as required.

Financial Impacts:

N/A

Performance Measurement:

N/A

Strategic Area:

- | | |
|-------------------------------------------------------------|------------------------------------------------------------------------|
| <input type="checkbox"/> Embrace a thriving rural lifestyle | <input checked="" type="checkbox"/> Enhance Municipal Service Delivery |
| <input type="checkbox"/> Prepare for Inclusive Growth | <input type="checkbox"/> Ensure Financial Stability |

Strategic Goal: Not applicable

Respectfully Submitted By:

Leanne Scott, HR Generalist

Report Approved By:

Jodi MacArthur, Chief Administrative Officer