



Policy Name:	Harassment Policy	Policy #:	P-03
Policy Category:	Governance	Date:	July 8, 2022
Policy Owner:	Board of Directors	Next Review Date:	July 2023

**Purpose**

The Board of Directors of Marie Dressler Foundation will take whatever steps are reasonable to protect our workers (employees and volunteers) from harassment from all sources.

Any violation of this Policy is viewed as a serious matter and may lead to disciplinary action, including but not limited to legal proceedings, and no further participation with Marie Dressler Foundation.

**What is Workplace Harassment?**

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.

**The Policy**

Workplace harassment will not be tolerated from any person at any time. Everyone in the workplace must be dedicated to preventing workplace harassment.

Employees, Volunteers and Contractors are encouraged to report any incidents of workplace harassment promptly to any Director of the Foundation.

The Board of Directors of the Foundation 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.

No volunteer will be disciplined for reporting in good faith any known or suspected harassment.

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.

**Document History**

July 30, 2019	draft for review
August 8, 2019	Approved by Board of Directors
July 27, 2021	Approved by Board of Directors
July 8, 2022	Approved by Board of Directors