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<b>Policy Section:</b>	<b>Human Resources</b>
<b>Policy Title:</b>	<b>Workplace Harassment</b>
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## **10. WORKPLACE HARASSMENT**

- 10.1** The RCJTC shall make every effort to provide a workplace environment that respects the dignity of the person and is free from workplace harassment.
- 10.2** The RCJTC recognizes its obligations under the Charter of Rights and Freedoms and supporting legislation as related to workplace harassment.
- 10.3** The RCJTC shall provide and maintain procedures that provide the process for the reporting, investigation, and consequences of harassing behaviour.
- 10.4** The RCJTC will make every effort to provide due process for all employees (i.e., the complainant and alleged offender) when investigating incidents of workplace harassment.
- 10.5** All staff working within the RCJTC will conduct themselves at all times in accordance with the spirit of this policy and report any incident of workplace harassment.
- 10.6** The RCJTC shall support ongoing training for staff to promote awareness of and sensitivity to potential harassment and to prevent incidents of harassment.
- 10.7** This policy is not intended to interfere with normal social interaction between people working under or with the RCJTC.

### **Related RCJTC Administrative Procedures**

AP.05.10 Workplace Harassment Procedure

### **Related RCJTC Forms**

F.05.10 Workplace Harassment: Informal Resolution