



**London Transit Commission
Human Rights and Diversity Policy
(Anti-Harassment, Anti-Sexual Harassment and Anti-Discrimination)**

The Human Rights Code and the Occupational Health and Safety Act prohibit harassment and discriminatory practices for all people. The Human Rights Code specifically prohibits harassment and discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender identity, gender expression, age, record of offences, marital status, family status, receipt of public assistance (in the case of the provision of services), or disability. The Occupational Health and Safety Act specifically prohibits harassment and sexual harassment.

The London Transit Commission (LTC) as an employer and service provider, complies with, supports and adheres to the Human Rights Code and the Occupational Health and Safety Act, including the principle that every person is free and equal in dignity and rights, and therefore, should be free from harassment, sexual harassment and/or discrimination in their work environment and with the provision of LTC's services.

The LTC continues to foster an inclusive and supportive workplace, recognizing that a diverse workplace draws upon, and respects the unique characteristics, capabilities, and experiences of each employee and that a diverse and inclusive workforce benefits individuals, the London Transit Commission and the community it serves.

DEFINITIONS

Complainant:

Means the individual who brings a complaint against another individual for harassment or discrimination pursuant to this Policy.

Harassment:

Means a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. It is conduct and/or behaviour which could create an intimidating, demeaning or hostile working environment whether or not it is based on the prohibited grounds defined in the Human Rights Code and/or the Mutual Respect in the Workplace Policy (noting the latter would be dealt with under respective Policy).

Sexual Harassment:

Means a course of vexatious comment or conduct against an individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the recipient of the comment or conduct and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

The above definitions of harassment fulfill the definitions of harassment per the Ontario Human Rights Code, and the Occupational Health and Safety Act.

All types of harassment introduce a disruptive element into the work environment and can upset the well-being and job performance of individuals and, if not dealt with, may lead to workplace violence.

Respondent:

The individual against whom a Complaint is brought concerning allegations that the individual has breached this policy.

Supervisor:

The individual who is in charge of the workplace or has authority over the worker making the complaint.

Workplace:

Includes all facilities and worksites, including vehicles and any other locations where the business of LTC is conducted by employees. Harassment and discrimination which occurs outside the workplace or hours of work but related to the work environment are also considered as workplace harassment.

The LTC will not knowingly participate in or tolerate any harassment or discrimination against any of its employees, representatives or customers.

January 1, 2019

A handwritten signature in blue ink, appearing to read 'K. Paleczny', is written over a blue horizontal line.

**Kelly S. Paleczny
General Manager**