

Harassment Policy

The Town of Centreville-Wareham-Trinity, in cooperation with our employees, is committed to a healthy, harassment-free work environment for all our employees. To this extent, the Town has developed a policy intended to prevent harassment of its employees and to deal quickly and effectively with any incident that might occur.

Definition of Harassment

Harassment is defined as:

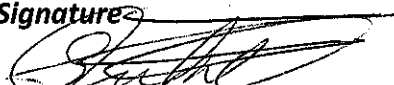

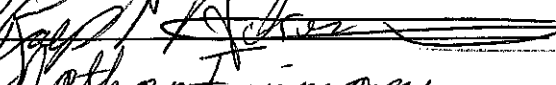
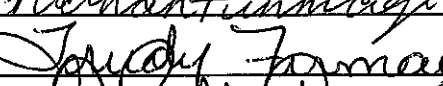
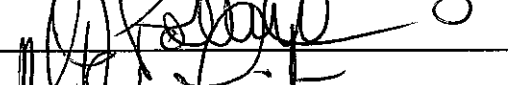
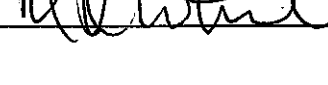

- i. Harassment based on race, religion, religious creed, sex, marital status, physical or mental disability, political opinion, colour, or ethnic, national or social origin, is any behaviour that is directed at, or is offensive to a member, endangers a member's job, or academic standing, undermines performance or threatens the economic livelihood of the member.
- ii. Harassment of a sexual nature is comprised of sexual comments, gestures, or physical contact that the individual knows or ought reasonably to know to be unwelcome, objectionable or offensive. The behaviour may be on a one-time basis or series of incidents, however minor. Harassment of sexual nature is unsolicited, one-sided and/or coercive. Both males and females may be victims of such actions.

Harassment – any unwelcome physical, visual, or verbal conduct. It is against the law. Harassment may include verbal or practical jokes, insults, threats, personal comments, or innuendo. It may take the form of posters, pictures, or graffiti. It may involve touching, stroking, pinching or any unwelcome physical contact. Any behaviour that insults or intimidates is harassment if a reasonable person should have known that the behaviour was unwelcomed.

The Newfoundland Human Rights code protects everyone within provincial jurisdiction from harassment and other forms of discrimination on the basis of race, religion, sex, (including pregnancy and sexual orientation), marital status, physical disability, mental disability, political opinion, colour or ethnic, national or social origin and age (in employment only, between the ages of nineteen and sixty-five).

Complaints will be dealt with by the Town, the employees included with all possible confidentiality. The Town shall undertake to investigate alleged occurrences with all possible dispatch. The victim shall be protected from repercussions which may result from their complaint.

The Town of Centreville-Wareham-Trinity will not tolerate harassment on the basis of any of those protected grounds, as described on page one of this document.

Signature	Position, Printed Name	Date
	Mayor Ivan Pickett	<u>Dec 14/2021</u>
	Deputy Mayor Lloyd Pickett	<u>Dec 13/2021</u>
	Councillor Ralph Ackerman	<u>Dec 15/2021</u>
	Councillor Nathan Firmage	<u>Dec 15/2021</u>
	Councillor Trudy Firmage	<u>Dec 14/2021</u>
	Councillor Joseph Pollett	<u>Dec. 15. 2021</u>
	Councillor Kirk White	<u>Dec 15/2021</u>