



NORTH BAY POLICE SERVICE BOARD BY-LAW #24

EQUAL OPPORTUNITY; DISCRIMINATION AND WORKPLACE HARASSMENT PREVENTION

POLICY #	NBPSB-AI-003	
DATE APPROVED	01 January 2001	04/2000
DATE(S) AMENDED	13 November 2012	07/2012
DATE REVIEWED		
REPORTING REQUIREMENT		
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, ss. 31(1)(c) and 47(1). Ontario Human Rights Code, R.S.O. 1990, c.H.19, ss. 5 and 7.</i>	
REFERENCE	<i>Policing Standards Manual (2000), AI-003</i>	

The objective of equal opportunity in the workplace, and discrimination and harassment prevention, is to ensure that the best qualified and motivated persons are selected for employment, promotion, preferred assignments and career enhancement through lateral transfer.

This objective is to be achieved by ensuring that no discriminatory barriers exist in the workplace, that no discriminatory or harassing practices or behaviors exist in the workplace, and that the human rights of employees and potential employees are upheld and respected both in rule and in practice.

Furthermore, where discriminatory or harassing acts or behaviors do manifest, they must be effectively investigated and appropriately addressed.

To this end, it is the policy of the North Bay Police Services Board with respect to equal opportunity; discrimination and workplace harassment prevention that the Chief of Police will:

- a) establish procedures on equal opportunity that are consistent with the principles of the PSA and the Ontario Human Rights Code, including recruitment, selection, career development and promotion;
- b) prepare procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the OHSA;

- c) establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
- d) ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
- e) establish procedures on employment accommodation in accordance with the Ontario Human Rights Code and section 47 of the PSA;
- f) implement an employee performance appraisal system that includes key commitments related to diversity and human rights; and
- g) ensure that all officers receive training on diversity and human rights.