



## **Staff Report for Committee of the Whole Meeting**

**Date of Meeting:** July 2, 2025

**Report Number:** SRCFS.25.030

**Department:** Corporate and Financial Services

**Division:** People and Culture

**Subject:** SRCFS.25.030 - Amendment to Respect in the Workplace Policy

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### **Purpose:**

To recommend that Council approve a revised Respect in the Workplace Policy to align with recent legislative changes.

### **Recommendation(s):**

- a) That the amended Respect in the Workplace Policy, attached as Appendix 1 to staff report SRCFS.25.030, be approved.

### **Contact Person(s):**

- Amy McArthur, Director, People & Culture, ext. 6378
- Sherry Adams, Commissioner of Corporate & Financial Services, ext. 2521

### **Report Approval:**

All reports are electronically reviewed and/or approved by the Division Director, Treasurer (as required), City Solicitor (as required), Commissioner, and City Manager. Details of the reports approval are attached.

## Page 2

### Background:

The Respect in the Workplace Policy was approved by Council in 2008 and reviewed by staff annually. This policy is required under the Occupational Health and Safety Act.

The Working for Workers Five Act, 2024 C.19-Bill 190 is an amendment to the Occupational Health and Safety Act, which received Royal Assent in 2024.

### Discussion:

**The definitions of harassment and sexual harassment have been amended in the Occupational Health and Safety Act to include harassment virtually through the use of information and communications technology.** The updated definitions of “workplace harassment” and “workplace sexual harassment” have now been revised in the Respect in the Workplace Policy.

### Financial Implications:

There are no financial implications from approving a revised Respect in the Workplace Policy.

### Relationship to Strategic Plan 2024-2027:

The Respect in the Workplace Policy changes are consistent with the Council Strategic Priority of Pillar 2 “Focusing on People” as it further outlines the City’s commitment to fostering a respectful harassment free work environment.

### Attachments:

The following attached documents may include scanned images of appendixes, maps and photographs. All attachments have been reviewed and made accessible. If you require an alternative format please call the contact person listed in this document.

- Appendix 1 – revised Respect in the Workplace Policy
- Appendix 2 – current Respect in the Workplace Policy

## Page 3

### Report Approval Details

Document Title:	SRCFS.25.030 Amendment to Respect in the Workplace Policy.docx
Attachments:	- SRCFS.25.030 - Appendix 2 - Current Respect in the Workplace Policy.pdf - SRCFS.25.030 - Appendix 1 - Revised Respect in the Workplace.docx
Final Approval Date:	Jun 23, 2025

This report and all of its attachments were approved and signed as outlined below:

**Amy McArthur - Jun 23, 2025 - 10:51 AM**

**Sherry Adams - Jun 23, 2025 - 11:33 AM**

**Darlene Joslin - Jun 23, 2025 - 11:46 AM**