



# UNIVERSITY OF TORONTO

University of Toronto  
Governing Council

Policy with Respect to Workplace Harassment

May 13, 2010  
(amended September 8, 2016)

To request an official copy of this policy, contact:

The Office of the Governing Council  
Room 106, Simcoe Hall  
27 King's College Circle  
University of Toronto  
Toronto, Ontario  
M5S 1A1

Phone: 416-978-6576

Fax: 416-978-8182

E-mail: [governing.council@utoronto.ca](mailto:governing.council@utoronto.ca)

Website: <http://www.governingcouncil.utoronto.ca/>

## **POLICY WITH RESPECT TO WORKPLACE HARASSMENT**

The University of Toronto is committed to creating a workplace that is free of workplace harassment. Workplace harassment is defined in the *Occupational Health and Safety Act* as:

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or
- (b) workplace sexual harassment.

“Workplace sexual harassment” means,

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace 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
- (b) 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 worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

This Policy applies to activities that occur while on University of Toronto premises and to work- related activities or social events occurring off-campus.

**If you are the victim of workplace harassment please contact one of the following:**

- **Your supervisor**
- **Your human resources office (see <http://www.hrandequity.utoronto.ca/about/divisional.htm> for a list of HR offices and their contact information)**

In addition, employees who are represented by a union or association may also contact their union/association.

### ***Penalty***

Any employee who subjects another employee to workplace harassment may be subject to disciplinary action up to and including the termination of his/her employment.

A student who subjects any employee to workplace harassment will be subject to penalties under the Code of Student Conduct.

Others who subject any employee to workplace harassment will be subject to penalties that are appropriate in view of their relationship to the University.

### **Program**

The University's program for implementing this Policy is contained in the University of Toronto Human Resources Guideline on Civil Conduct, which can be found online at <http://dlrssywwz8ozqw.cloudfront.net/wp-content/uploads/sites/34/2016/04/Human-Resources-Civility-Guideline.pdf>, and the University of Toronto Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment, which can be found online at <http://dlrssywwz8ozqw.cloudfront.net/wp-content/uploads/sites/34/2016/04/Guideline-for-Employees-on-Concerns-and-Complaints-Regarding-Prohibited-Discrimination-and-Discriminatory-Harassment.pdf>.

### **Related Documents**

In applying this Policy, the University is committed to acting conscientiously and in keeping with applicable legislation as well as its own policies and guidelines. These include, for example:

- Ontario Occupational Health and Safety Act
- Ontario Human Rights Code
- University of Toronto Code of Student Conduct
- University of Toronto Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment
- University of Toronto Human Resources Guideline on Civil Conduct
- University of Toronto Statement on Human Rights
- University of Toronto Statement of Institutional Purpose
- University of Toronto Statement on Prohibited Discrimination and Discriminatory Harassment

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~~(b) 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 worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.—~~

Workplace sexual harassment also falls within the scope of the University of Toronto Policy on Sexual Violence and Sexual Harassment <http://www.governingcouncil.lamp4.utoronto.ca/wp-content/uploads/2016/12/p1215-poshsv-2016-2017pol.pdf>.

This Policy applies to activities that occur while on University of Toronto premises and to work- related activities or social events occurring off-campus.—

**If you are the victim of workplace harassment please contact one of the following:—**

~~• Your supervisor~~

• Your supervisor (or, if your complaint is against your supervisor, you may contact someone at a more senior level of the department or division)

• Your human resources office (see

<http://www.hrandequity.utoronto.ca/about/divisional.htm><http://contact.hrandequity.utoronto.ca/> for a list of HR offices) and their contact information)–

**If you are the victim of workplace sexual harassment, please contact the Sexual Violence Prevention and Support Centre at 416-978-2266 or [thesvpcentre@utoronto.ca](mailto:thesvpcentre@utoronto.ca).**

In addition, employees who are represented by a union or association may also contact their union/association.–

***Penalty–***

Any employee who subjects another employee to workplace harassment may be subject to disciplinary action up to and including the termination of his/her employment.–

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- Ontario *Occupational Health and Safety Act-*

- Ontario *Human Rights Code-*

- University of Toronto *Code of Student Conduct-*

-University of Toronto [Workplace Harassment Program \(Guideline for Employees on Concerns and Complaints Regarding Prohibited](#)

*Discrimination and Discriminatory Harassment*

- ~~University of Toronto~~ (“[Discrimination Guideline](#)”) and *Human Resources Guideline on [Workplace Harassment and Civil Conduct](#) (“[Civility Guideline](#)”))*

- [University of Toronto Policy on Sexual Violence and Sexual Harassment](#)

- University of Toronto *Statement on Human Rights-*

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