



**FOR APPROVAL**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

**SPONSOR:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &  
**CONTACT INFO:** Culture, 416-978-4865, vp.psec@utoronto.ca

**PRESENTER:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &  
**CONTACT INFO:** Culture, 416-978-4865, vp.psec@utoronto.ca

**DATE:** January 21, 2026, for January 28, 2026

**AGENDA ITEM:** 6 (c)

**ITEM IDENTIFICATION:**

Annual Review of the University of Toronto *Policy with Respect to Workplace Harassment*.

**JURISDICTIONAL INFORMATION:**

Under Section 5 of its Terms of Reference, changes to the University of Toronto *Health and Safety Policy* (the *Policy*) fall within the Business Board's areas of responsibility:

“Monitoring and recommending policy on the occupational health and safety of members of the staff of the University and other policy pertaining to the health and safety of all members of, and visitors to, the University except for those matters falling within the terms of reference of the University Affairs Board.”

And under Section 5.12 (“Health and safety”) of its Terms of Reference, the Business Board also has responsibility for “approval of policies concerning the health and safety of members of the University and its visitors.”

The *Occupational Health and Safety Act* requires the *Policy* to be reviewed on an annual basis. The review has been conducted by staff reporting to the Vice-President, People Strategy, Equity & Culture.

**GOVERNANCE PATH:**

- 1. Business Board [for Approval] (January 28, 2026)**

## **PREVIOUS ACTION TAKEN:**

The University of Toronto *Policy with Respect to Workplace Harassment* was introduced and approved by Governing Council on May 13, 2010. It was amended to reflect a revised statutory definition of the term “workplace harassment” that took effect on September 8, 2016. It was further amended to make its language gender neutral and to update names and links to other policies and related documents. Governing Council approved these changes on April 2, 2020. On January 14, 2022, Business Board approved housekeeping to update hyperlinks in the Policy.

## **HIGHLIGHTS:**

This year’s review of the Policy resulted in changes to its format, language, definitions, and supporting references. None of these changes impacts the Policy’s intent or scope. The revisions were made in consultation with the Office of University Counsel, the Workplace Investigations Office, Environmental Health and Safety, and the Office of Safety and High Risk.

### **Format**

The Policy has been reformatted within a standard policy template and includes the following details: the original approval and effective date of the Policy (May 13, 2010);

- the most recent and next annual review dates; and
- the dates and details of any changes.

Previously, only the effective and approval dates of the Policy changed each year. The new format is consistent with the documentation of other annual policy reviews, such as the *Health and Safety Policy* and *Policy with Respect to Workplace Violence*. This system affirms an annual review has taken place and clarifies what (and when) changes have been made, if any.

### **Language, Definitions, and Supporting References**

For clarity, language has been revised to refer to workplace harassment as “conduct” rather than “activities.”

The definitions of “workplace harassment” and “workplace sexual harassment” have been updated to match the current definitions in the *Occupational Health and Safety Act*, as revised by Bill 190.

The Workplace Investigations Office has been added as an option for reporting workplace harassment.

Links to supporting guidelines and the *Policy on Sexual Violence and Sexual Harassment* have been updated, and a reference to the Basic Health and Safety Training program has been added.

**FINANCIAL IMPLICATIONS:**

Not applicable.

**RECOMMENDATION:**

Be It Resolved

THAT the amendments to the University of Toronto Policy with Respect to Workplace Harassment be approved, effective January 28, 2026.

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**DOCUMENTATION PROVIDED:**

- University of Toronto *Policy with Respect to Workplace Harassment* (tracked changes version)
- University of Toronto *Policy with Respect to Workplace Harassment* (clean version)



# UNIVERSITY OF TORONTO GOVERNING COUNCIL

## Policy with Respect to Workplace Harassment

Initial Approval Date	May 13, 2010
Approving Authority	Business Board
Effective Date	May 13, 2010
Responsible Office	Vice-President, People Strategy, Equity & Culture
Last Annual Review Date	January 28, 2026
Next Annual Review Date	January 2027

### POLICY

The University of Toronto is committed to creating a workplace that is free of workplace harassment. The terms “workplace harassment” and “workplace sexual harassment” are defined in the *Occupational Health and Safety Act* as follows:

“Workplace harassment” means,

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace, including virtually through the use of information and communications technology, 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, including virtually through the use of information and communications technology, 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.

Workplace sexual harassment also falls within the scope of the University of Toronto’s *Policy on Sexual Violence and Sexual Harassment*.

This *Policy with Respect to Workplace Harassment* applies to conduct that occurs while on University of Toronto premises and at work-related activities or social events occurring off-campus. Conduct that occurs online can also constitute workplace harassment.

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

- **Your supervisor** (or, if the conduct in question involved your supervisor, you may contact someone at a more senior level of the department or division)
- **Your human resources office** (see <https://people.utoronto.ca/contact/> for a list of HR offices and their contact information)
- **Workplace Investigations Office** (see [Raise a Workplace Concern or Complaint – The Division of People Strategy, Equity & Culture](#) for 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 their 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 Workplace Harassment and Civil Conduct* ("Civility Guideline") and the *University of Toronto Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment* ("Discrimination Guideline"), which can be found online at: <https://people.utoronto.ca/employees/workplace-complaints/>. Workplace harassment is also included in the Basic Health and Safety Training Program, which can be found online at: <https://ehs.utoronto.ca/basic-health-and-safety-training/>.

Should a link fail, please contact [governing.council@utoronto.ca](mailto:governing.council@utoronto.ca)

## **RELATED DOCUMENTS**

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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 *Workplace Harassment Program (Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment (“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*
- University of Toronto *Statement of Institutional Purpose*
- University of Toronto *Statement on Prohibited Discrimination and Discriminatory Harassment*

## REVISION HISTORY AND UPDATES

Date	Description of Change(s)
<a href="#">January 28, 2026</a>	<p><b>Reformatted to policy template.</b></p> <ul style="list-style-type: none"> <li>• Updated definitions for workplace harassment and workplace sexual harassment based on revised OHS/A definitions.</li> <li>• Updated SVSH policy link and link for HR guidelines.</li> <li>• Revisions to language for clarity, ie, “activities” to “conduct”.</li> <li>• Added Workplace Investigations Office as contact for complaints of harassment.</li> <li>• Add reference to Basic Health and Safety Training program.</li> <li>• Added section for revision history and updates.</li> </ul>
February 15, 2022	<ul style="list-style-type: none"> <li>• Web links updated from hrandequity.utoronto.ca to people.utoronto.ca</li> </ul>
April 2, 2020	<ul style="list-style-type: none"> <li>• Language added regarding online conduct constituting workplace harassment.</li> <li>• Updates for gender inclusive language (his/her to their)</li> </ul>
October 10, 2017	<ul style="list-style-type: none"> <li>• Addition of <i>Policy on Sexual Violence and Sexual Harassment</i> to policy framework</li> <li>• Addition of Supervisor in complaints pathway</li> </ul>
September 8, 2016	<ul style="list-style-type: none"> <li>• Revised statutory definition of the term “workplace harassment” to include “workplace sexual harassment”</li> <li>• Reference to the <i>Guideline for Employees on Concerns and Complaints regarding Prohibited Discrimination and</i></li> </ul>

	<i>Discriminatory Harassment</i> added
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## **KEYWORD INDEX**

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Centre for Sexual Violence Prevention and Support (SVPSC)

Crisis Support

Confidentiality

Discrimination

Occupational Health and Safety Act

Sexual Harassment

Sexual Violence

Workplace Harassment

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<http://www.governingcouncil.lamp4.utoronto.ca/wp-content/uploads/2016/12/p1215-poshsv-2016-2017pol.pdf>. **[LINK TO BE UPDATED WITH REVISED 2026 POLICY]**

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