

## **UNIVERSITY OF TORONTO 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: “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.”

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://www.hrandequity.utoronto.ca/Assets/news/civility.pdf?method=1>.

### ***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*

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- 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*