



UNIVERSITY OF TORONTO

University of Toronto
Governing Council

Policy with Respect to Workplace Harassment

January 28, 2026

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

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

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*](#).

<https://governingcouncil.utoronto.ca/secretariat/policies/sexual-violence-and-sexual-harassment-policy-january-1-2026>

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 sypscentre@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

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

KEYWORD INDEX

Centre for Sexual Violence Prevention and Support (SVPSC)

Crisis Support

Confidentiality

Discrimination

Occupational Health and Safety Act

Sexual Harassment

Sexual Violence

Workplace Harassment
