



WORKPLACE VIOLENCE & HARASSMENT

The Board of Directors of Toronto Standard Condominium Corporation No. 1798 (the Corporation) is committed to the prevention of workplace violence and workplace harassment and for worker health and safety. The Corporation will take whatever steps are reasonable to protect all building workers and third party contract employees from workplace violence and harassment from all sources.

Violent behaviour or harassment of any sort in the workplace is unacceptable from anyone. This policy applies to all Kingsway Condominiums' workers and all employees of any third party contractors engaged in work at the Kingsway Condominiums. Everyone is expected to uphold this policy and to work together to prevent workplace violence and harassment.

There are workplace violence and workplace harassment procedures that implement this policy. These include measures and procedures to protect workers from workplace violence and harassment, means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

The Corporation will ensure this policy and the supporting program are implemented and maintained and that all building workers and supervisors have the appropriate information and instruction to protect them from violence or harassment in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by the workers and that the workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns in good faith about workplace violence or harassment and to report any violent incidents or threats and can do so without fear of reprisal of any kind.

Workers are to immediately report workplace violence or workplace harassment to their immediate supervisor or to the Property Manager or to a member of the Board of Directors.

The Corporation pledges to investigate and deal with all incidents and complaints of workplace violence or workplace harassment in a fair and timely manner, respecting the privacy of all concerned as much as possible. □

WORKPLACE VIOLENCE & HARASSMENT POLICY ENACTED JUNE 7, 2011