

CARLETON HEIGHTS CURLING CLUB

HARRASSMENT POLICY June 15, 2010

The management of the Carleton Heights Curling Club is committed to providing a work environment in which all individuals are treated with respect and dignity.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. All workers at the club, Club Members, Rental League Members, itinerant rental curlers and non curlers, delivery persons, contractors and volunteers including Managers, bartenders, cleaners and Ice Techs are expected to uphold this policy, and will be held accountable by the management.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace -- a comment or conduct that is known or ought reasonably to be known to be unwelcome.

Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, but it does not have to.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.

Workers are encouraged to report any incidents of workplace harassment.

Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting workers' privacy as much as possible.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal on a matter related to Ontario's Human Rights Code within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues that may be available.

Signed: _____ President Date: _____

The workplace violence policy should be consulted whenever there are concerns about violence in the workplace.