



Workplace Harassment Policy

Prince Edward County Arts Council (County Arts) is committed to providing a work environment in which all workers are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace, including customers, clients, program participants, other employers, supervisors, workers and members of the public.

Workplace harassment is a form of discrimination. As defined by the Human Rights Code, it includes unwelcome behaviour or comments that put down, insult or offend another person because of sex, creed, race, ancestry, age, sexual orientation, place of origin, ethnic origin, colour, citizenship, marital status, family status, mental or physical handicap, among others.

Specifically, sexual harassment, as outlined in the Occupational Health and Safety Act, is defined as engaging in a course of vexatious comment or conduct against a worker in a workplace 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 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.

Harassment is unacceptable at any level in the organization, including between peers. Workplace harassment may take place on the organization premises, off-site, or while travelling. We value and respect the differences in backgrounds, experiences, perspectives, and talents that each individual employee brings to the team, and do not condone harassment in any form.

Examples of workplace harassment can include, but are not limited to:

- Racial slurs, racial jokes, or degrading jokes
- Ridicules or insults
- Degrading pictures, nude pictures or cartoons in any media
- Sexual remarks, requests, or suggestions
- Unwelcome stares or comments about someone's body

Management will investigate and deal with all complaints or incidents of workplace harassment in a fair, respectful and timely manner, respecting the privacy of all concerned as much as possible, and has created a program to support our commitment to this policy. Managers, supervisors, and workers are expected to adhere to this policy and program.