

# TORONTO TRANSIT COMMISSION REPORT NO.

**MEETING DATE:** MAY 6, 2010

**SUBJECT:** TTC CORPORATE POLICY REVIEW – 1.6.0 RESPECT AND DIGNITY

## **ACTION ITEM**

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### **RECOMMENDATION**

It is recommended that the Commission approve the following TTC Corporate Policy, as amended, which is attached hereto as Appendix 'A':

- Policy 1.6.0 Respect and Dignity

### **BACKGROUND**

On December 9, 2009, the Ontario Legislature passed Bill 168, *An Act to amend the Occupational Health and Safety Act* ("OHSA") which will come into effect June 15, 2010. Bill 168 provides amendments to the OHSA which strengthen the protection of workers from workplace violence and addresses harassment at work.

Specifically, the OHSA will be amended to include the following definition of workplace harassment: "engaging in a course of vexatious comment or conduct against a worker in the workplace that is known or ought reasonably to be known to be unwelcome." This definition extends beyond the definition of the harassment under the Ontario *Human Rights Code* ("Code") in that it is not limited to a prohibited ground under the Code.

### **DISCUSSION**

The Workplace Harassment Policy has been updated to reflect the new definition of workplace harassment, and comply with the amendments to the OHSA under Bill 168. Also, the Workplace Harassment Policy has been renamed the "Respect and Dignity Policy" to be consistent with the signage at all TTC stations and buildings.

The Respect and Dignity Policy reflects a change in responsibility from the Chief Security Officer to the Director – Human Rights Unit.

The Respect and Dignity Policy is submitted for Commission approval with suggested changes (See Appendix B).

March 23, 2010

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Attachments