


POLICY ON HARASSMENT

Grascan Construction Ltd. recognizes its responsibility to deal quickly, fairly and effectively with harassment, should it arise. Grascan Construction Ltd. accepts responsibility for the establishment of procedures for dealing with allegations of and/or recurrence of harassment. Managers, supervisors, office staff and workers are expected to uphold this policy, and will be held accountable.

Fundamental Principles

1. The management of Grascan Construction recognizes that all workers have the right to work in a harassment free workplace.
2. Harassment is prohibited by the Ontario Human Rights Code and is against the law.
3. Every person continues to have a right to seek assistance from the Ontario Human Rights Commission even when steps are being taken under this policy.
4. All procedures followed under this policy shall be guided by the paramount need to ensure that complainants, respondents, and witnesses are treated according to the principles of natural justice. Every effort will be made to safeguard the rights of both complainant(s) and respondent(s).
5. Wherever possible, complaints of harassment will be resolved informally or by mediation.
6. Every effort will be made to ensure that all procedures followed under this policy shall remain strictly confidential, subject either to The Freedom of Information and Protection of Privacy Act. Details of the incident or complaint, including identifying information, will not be disclosed unless necessary for the purposes of the investigation or by taking corrective action.
7. Grascan Construction Ltd. will make every effort to ensure that each person in the workplace is aware of the company's policy.
8. Reprisals, retaliation or threats of reprisals against anyone for pursuing her/his rights under the policy, for having participated or cooperated in an investigation, or for having been associated with someone who has pursued rights or participated in the procedures, or acting in any role under the policy will be treated as prohibited harassment.
9. The Ontario Human Rights Code states that a person who has the authority to prevent or discourage harassment may be considered responsible for failing to exercise his/her authority to do so. If one has that authority, one has a positive obligation to provide a workplace free from harassment. Persons in authority must respond if they are aware that harassment is occurring and should not wait until complaints are brought forward. Persons in authority are expected to prevent incidents from happening, to establish a respectful workplace and to anticipate any problem areas to the extent that their authority permits.
10. Grascan Construction workplaces should be aware that criminal harassment or stalking and intimidation are all offenses under the Criminal Code and can be charged as such.

January 4, 2021
Date


Angelo Grassa, P. Eng.,
President