

# Georgina Public Library Board Policy Manual

## Policy Title: Violence and Harassment-Free Workplace

### *Intent*

The Ontario Occupational Health and Safety Act and the Ontario Human Rights Code defines the duties and responsibilities of the employer, employees, and others to prevent workplace violence and workplace harassment. In compliance with the legislation, the Georgina Public Library Board adopts the following policies of the Town of Georgina, and its accompanying programs and statements, as amended from time to time:

- Respectful Workplace Policy and Procedures (Policy No. 16)
- Violence-Free Workplace Program
  - o Violence-Free Workplace Policy Statement
  - o Harassment-Free Workplace Policy Statement

POLICY HISTORY:	
Initial Draft	August 20, 2010
Draft Presentation Review	
Board Presentation:	September 23, 2010
Board Adoption:	September 23, 2010
Board Review:	February 15, 2018; February 20, 2020; January 20, 2022; February 16, 2023; February 15, 2024; February 20, 2025