



## TORONTO POLICE SERVICES BOARD

### EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE HARASSMENT PREVENTION

<b>DATE APPROVED</b>	July 20, 2001	Minute No: P198/01
<b>DATE(S) AMENDED</b>	March 13, 2014 November 15, 2010	Minute No: P53/14 Minute No: P292/10
<b>DATE REVIEWED</b>	November 15, 2010	Minute No: P292/10
<b>REPORTING REQUIREMENT</b>	Chief to report to Board annually. Toronto Police Service - Human Resources Strategy Annual Reports.	
<b>LEGISLATION</b>	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, s 31(1)(c), 47(1)(2). <i>Ontario Human Rights Code</i> , R.S.O. 1990, c.H.19, s 24(2), 5(1), 5(2) 7(2) and 7(3)(a)	
<b>DERIVATION</b>	Adequacy Standards Regulation - AI-003	

The Toronto Police Services Board is committed to the principle that every person has a right to receive police services without discrimination or harassment, as provided by law, including the Ontario *Human Rights Code* (the *Code*).

Further, the Toronto Police Services Board is committed to the principle that all members of the Toronto Police Service (the Service) have a right to work in an environment without discrimination or harassment, as provided by law, including the *Code*.

This policy is intended to ensure that all allegations of discrimination and harassment are treated in an effective and timely manner, with corrective and preventive measures as appropriate, that all individuals – whether recipients of service or employees – have equal opportunities in receipt of services or employment opportunities, and that those in positions of supervision are held accountable for their actions in relation to these matters.

It is the policy of the Toronto Police Services Board that:

1. The Chief of Police will develop procedures that address:
  - a. equal opportunities that are consistent with the principles of the *Police Services Act* and the Ontario *Human Rights Code*, including recruitment, selection, career development and promotion as well as receipt of services;
  - b. workplace harassment and develop and maintain a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;

- c. responding to and preventing discrimination and harassment in the workplace, including stereotyping; and
  - d. employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act*.
2. The Chief of Police will ensure that no sexist, racist or other derogatory material is displayed in the workplace;
  3. The Chief of Police will implement an employee appraisal system that includes key commitments related to diversity and human rights; and
  4. The Chief of Police will ensure that all officers receive training on race relations, diversity and human rights.