



**Report**  
**Staff Report**  
The Corporation of the City of Brampton  
10/22/2025

**Date:** 2025-09-26

**Subject:** **Annual Review of Occupational Health and Safety, Respectful Workplace and Workplace Violence Prevention Policies**

**Contact:** Chena Barakat, Acting Director, Human Resources

**Report number:** Corporate Support Services-2025-788

**RECOMMENDATIONS:**

1. That the report from Chena Barakat, Acting Director, Human Resources to the Committee of Council Meeting of October 22, 2025, re: **Annual Review of Occupational Health and Safety, Respectful Workplace and Workplace Violence Prevention Policies**, be received;
2. That the updated, Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies, as set out in Attachment 1, Attachment 2, and Attachment 3 respectively, be approved;
3. That staff be authorized to implement and administer the Policies; and
4. That the Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies, CW382-2024, dated October 23, 2024 be respectively rescinded.

**OVERVIEW:**

- **The annual review of the Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies ensures compliance with the *Occupational Health and Safety Act (OHSA)* and provides the opportunity to incorporate best practice and feedback from workplace parties and subject matter experts on an ongoing basis.**
- **The Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies have been updated and continue to demonstrate the City's commitment to a safe and healthy workplace culture, free from harassment, discrimination and violence.**

- **There is no financial impact resulting from the adoption of the recommendations in this report.**

## **BACKGROUND:**

The *Occupational Health and Safety Act (OHSA)* requires employers to implement occupational health and safety, workplace harassment, and workplace violence Policies and review annually. At the City of Brampton (“the City”) this is achieved through the annual review of the Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies, which were reviewed and approved by Committee of Council in 2024 (CW382-2024).

These Policies demonstrate the City’s commitment to a physically and psychologically safe work environment by outlining the roles and responsibilities of workplace parties that:

- support the internal responsibility system by recognizing that everyone has a role to play in maintaining a safe and healthy workplace;
- address *OHSA* workplace harassment and violence provisions and *Ontario Human Rights Code* harassment and discrimination provisions; and,
- prevent workplace harassment, discrimination and violence for the protection of all workers.

## **CURRENT SITUATION:**

The Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies provide the foundation for health and safety at the City. The current effective date on the Policies is October 23, 2024.

As part of the 2025 annual review, the Policies have been reviewed, in consultation with:

- Labour Partners
- Joint Health and Safety Committees
- Equity Office
- Corporate Policy Team
- Internal Legal Counsel

Following consultation, the Policies have been amended accordingly.

## **CORPORATE IMPLICATIONS:**

### **Financial Implications:**

There is no financial impact resulting from the adoption of the recommendations in this report.

**Other Implications:**

There are no other implications associated with this report.

**STRATEGIC FOCUS AREA:**

This report aligns with the strategic focus areas of Government & Leadership, focusing on service excellence with equity, innovation, efficiency, effectiveness, accountability, and transparency.

**CONCLUSION:**

The report seeks approval from Council on the Occupational Health and Safety, Respectful Workplace, and Workplace Violence Prevention Policies to demonstrate the City's commitment to fostering a safe and healthy workplace. Council's approval of the Policies also ensures the City's compliance with the *Occupational Health and Safety Act*.

Authored by:

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Approved by:

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**Attachments:**

- Attachment 1 – Occupational Health and Safety Policy
- Attachment 2 – Respectful Workplace Policy

- Attachment 3 – Workplace Violence Prevention Policy