

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

Appendix D: Summary of Key Changes by Policy

Occupational Health and Safety Policy

1. Inclusion of reference to establishing objectives to satisfy policy requirements under Certificate of Recognition audit
2. Change definition of workplace to reflect physical and virtual work environments (including vehicles)

Respectful Workplace Policy

1. Inclusion of the Issue Resolution Process document and link
2. Inclusion of the definition of investigation and how violation of policy is determined
3. Expansion on the definition of reprisal
4. Inclusion of the outcome of Workplaces that celebrate diversity and foster a sense of belonging in employees enhancing mutual respect and inclusion of all regardless of race, creed, denomination, gender, orientation, family status, race or sexual identity, etc., as outlined under the Ontario Human Rights Code
5. Inclusion of "discriminatory practices", and "including racial slurs and hate speech" in Section 8
6. Inclusion of "discriminative", and "based on gender, race, religious beliefs, etc." in Section 9
7. Change definition of workplace to reflect physical and virtual work environments (including vehicles)
8. Updated Employee Code of Conduct link

Workplace Violence Prevention Policy

1. Inclusion for "foster" in outcomes
2. Deleted 3 Policy Statements that are repeated in Roles and Responsibilities Section
3. Inclusion of Statement of Commitment under supervisor responsibilities consistent with RW policy
4. Inclusion of Security Services to be contacted if there is no extreme or imminent threat of physical harm to themselves or any individual from Workplace Violence
5. Expansion on the definition of reprisal
6. Change definition of workplace to reflect physical and virtual work environments (including vehicles)