
HARASSMENT-FREE WORKPLACE POLICY STATEMENT

The Management of Tribute Communities is committed to providing a work environment in which all individuals are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace. Managers, supervisors and workers are expected to uphold this policy, and will be held accountable.

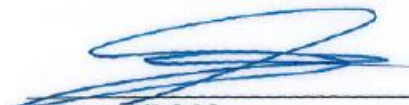
Harassment is defined under the Occupational Health and Safety Act and Ontario Human Rights Code as “engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.”

Harassment may also relate to a form of discrimination (race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability) as set out in the Ontario Human Rights Code.

Workplace harassment may arise from a variety of sources including subcontractors, employers, customers, managers, supervisors, workers, members of the public and domestic/intimate partners.

This policy is not intended to limit or constraint the reasonable exercise of management functions in the workplace. Reasonable action or conduct by an employer, manager or supervisor that is part of his or her work function would not normally be considered workplace harassment (i.e. performance evaluation, disciplinary action, etc.).

There is a harassment-free workplace program that implements this policy. Workers are encouraged to report any incidents of workplace harassment. Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting the workers’ privacy as much as possible.



Steven Libfeld
CEO

Revision Date: December 1st, 2018
Effective: January 1st, 2019