



## Workplace Violence & Harassment Policy Statement

As the Top Management of RHC, we are committed to the prevention of violence and all types of harassment in our workplace. We have ZERO tolerance for workplace violent and harassing behaviours and will initiate corrective and/or disciplinary action to any workplace party found in violation. Our violence and harassment policy outlines our commitment to providing team members with whatever steps are reasonable to protect them from workplace violence and harassment from all sources.

**"Workplace violence" means,**

- a) the exercise of physical force by a person against an employee, in a workplace, that causes or could cause physical injury to the employee,
- b) an attempt to exercise physical force against an employee, in a workplace, that could cause physical injury to the employee,
- c) a statement or behaviour that it is reasonable for an employee to interpret as a threat to exercise physical force against the employee, in a workplace, that could cause physical injury to the employee.

**"Workplace harassment" and 'workplace sexual harassment'** means engaging in a course of vexatious comment or conduct against an employee in a workplace that is known or ought reasonably to be known to be unwelcome

**Harassment** on any of the Ontario Human Rights Code or Toby's Act grounds can amount to discrimination.

**Workplace sexual harassment means** engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, **OR** making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome

All team members must be committed to upholding the contents of this policy and must work together in prevention. Our violence and harassment policy will have procedures to protect team members, reporting and investigating incidents, follow up and specific commitments that we make to you.

As Top Management, we will ensure this policy is communicated, implemented, trained, and maintained. Management will adhere to this policy and is responsible for ensuring that measures and procedures are followed by team members and those team members have the information they need to protect themselves. All team members are encouraged to raise any concerns about workplace violence or harassment and to report any incidents or threats immediately to management. Management pledges to investigate and deal with all incidents and complaints of workplace violence and harassment in a fair and timely manner, respecting the privacy of all concerned.

A handwritten signature in blue ink, appearing to read 'Eric R. Schmidt', is written over a horizontal line.

Eric R. Schmidt, President

May 1<sup>st</sup>, 2022