



VICTORIA UNIVERSITY

IN THE UNIVERSITY OF TORONTO

Statement on Harassment & Violence

Victoria University believes that members of its community have the right to work, learn and live in an environment that is free of violence and harassment. Accordingly, the University will not tolerate harassment or violence in the workplace of any kind, including but not limited to discrimination based on the prohibited grounds of the Ontario *Human Rights Code*. All members of the community share in the responsibility of creating an environment free from harassment and violence. All members of Victoria University, contractors, and their guests, are expected to observe the principles underlying this Statement. The ultimate goal however is to prevent incidents of violence and harassment in the workplace.

Victoria University Policies and Programs

Victoria University has developed and adopted specific policies and programs to address workplace harassment and violence, as follows:

- **Workplace Violence**
 - [Workplace Violence Policy](#)
 - [Health & Safety Workplace Violence Program](#)

- **Workplace Harassment**
 - [Workplace Harassment Policy](#)
 - [Human Resources Guideline on Civil Conduct \("Civility Guideline"\)](#)
 - [Guideline for Employees on Concerns and Complaints Regarding Prohibited Discriminatory Harassment \(" Discrimination Guideline"\)](#)

- **Sexual Violence and Sexual Harassment**
 - [University of Toronto Policy on Sexual Violence and Sexual Harassment](#)

Definitions of workplace harassment and violence

Workplace harassment includes both workplace harassment as defined by the *Occupational Health and Safety Act* and harassment based on the prohibited grounds of the Ontario *Human Rights Code* (also known as discriminatory or Code-based harassment). For the purpose of this Statement, workplace harassment and violence are defined by the *Occupational Health and Safety Act* (OHSA).

“workplace sexual harassment” means,

- a) 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
- b) 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;

“workplace violence” means,

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

Under the *Ontario Human Rights Code* (OHRC), every person has a right to equal treatment in employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability. Under the Code, every person who is an employee also has the right to freedom from harassment in the workplace by the employer or agents of the employer or another employee because of any of the prohibited grounds.

Reporting

Victoria University encourages members of the community to report incidents of violence and harassment. No reprisals will be made against employees or students who, in good faith, report incidents of violence or harassment.

Incidents that require an immediate response, including actual harm or threats to safety and security, should be reported to 911 emergency services or to the University of Toronto Campus Community Police at (416) 978-2222.

Incidents not requiring an immediate response should be brought to the attention of a supervisor, or a more senior level Supervisor/Manager or the Director, Human Resources at (416) 585-4558.

Students should contact the Office of the Dean of Students.

Investigation and Consequences

Investigation of complaints will proceed in accordance with the relevant policy and program and in a manner consistent with the appropriate collective agreement or Memorandum of Agreement, if applicable. Both the nature and form of investigation will depend on the circumstances of the complaint. Members of the University community are expected to cooperate fully with the investigation process. Respondents to complaints have the right to respond to the allegations made against them.

Members of Victoria University found to have committed acts of harassment or violence as defined by this Statement or related policies may be disciplined up to and including termination of employment or expulsion

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Support

Victoria University will provide support to victims of workplace harassment and violence to the best of its ability. Employees may seek advice through Human Resources and/or or Employee Assistance Program. Students may seek advice through the Office of the Dean of Students.

Related Policies, Procedures and Programs:

Administrative Policy and Procedure – Safe Disclosure Victoria University
Employee Health and Safety Program
Ontario Occupational Health & Safety Act
Ontario Human Rights Code
University of Toronto Code of Student Conduct

Questions regarding this Statement are welcomed and should be directed to Human Resources at (416) 585-4558.

Approved by the Executive Committee of the Board of Regents, September 28, 2017.

Amended January 26, 2023