



VICTORIA UNIVERSITY

IN THE UNIVERSITY OF TORONTO

WORKPLACE HARASSMENT POLICY

Victoria University is committed to creating a workplace that is free of workplace harassment. Workplace harassment is defined in the Occupational Health and Safety Act as:

- a) 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, or
- b) Workplace sexual harassment

“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.

This Policy and associated programs applies to all staff, visitors, contractors, students and members of the public while conducting activities that occur while on Victoria University premises or at work-related activities or social events occurring off-campus. Everyone is expected to uphold this policy and to work together to create a workplace free of harassment.

If you are a victim of workplace harassment please contact one of the following:

- Your Supervisor, or a more senior level Supervisor/Manager
Your Human Resources Office, Director, HR (416) 585-4558 or vic.hr@utoronto.ca addition, employees who are represented by a union or association may also contact their union/association

The University’s program for implementing this Policy is contained in the Victoria University Human Resources Guideline on Civil Conduct and the Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment, which can be found on the website.

Any employee who subjects another employee to workplace harassment may be subject to disciplinary action up to and including termination of his/her employment.

A student who subjects any employee to workplace harassment may be subject to penalties under the Code of Student Conduct.

Others who subjects any employee to workplace harassment may be subject to penalties that are appropriate in view of their relationship to the University.

Secretary to the Board of Regents

January 26, 2023

Date

Approved by the Executive Committee of the Board of Regents, June 3, 2021

Amended January 26 2023