



WORKPLACE VIOLENCE and HARASSMENT POLICY

The management of Fritzall is committed to the prevention of Workplace Violence and Workplace Harassment and is ultimately responsible for the health and safety of every employee. Fritzall is committed to providing a work environment where every employee is treated with respect and dignity. We will take whatever steps are reasonable to protect our workers from workplace violence and workplace harassment.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to workers, visitors, clients/customers, delivery persons etc. There is a workplace violence program in effect that includes measures and procedures to protect workers and assist them to report incidents or raise concerns.


Workplace Harassment will not be tolerated from anyone in the workplace. This means engaging in a course of vexatious (stressful or troubling) comment or conduct against a worker in the work place. Workers are encouraged to report any incidents.

Supervisors and management are responsible to ensure that measures and procedures are followed by workers and that the workers have the information they need to protect themselves from workplace violence and workplace harassment.

Supervisors and management will investigate and deal with all concerns, complaints or incidents in a fair and timely manner while respecting workers privacy. Workers are to consult with supervisors or management to obtain more information about how to make a report, and how incidents are dealt with. There will be no negative consequences against workers for reports made in good faith.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal of Ontario. A worker also retains the right to exercise any other legal avenue that may be available.

Signed: _____


Kerry Campbell
President

Date ___ May 01, 2014 ___