

**NORTH BAY POLICE SERVICES BOARD
EQUAL OPPORTUNITY, DISCRIMINATION AND WORKPLACE
HARASSMENT POLICY**

INDEX NUMBER: AI-003
DATE: March 5, 2001

PREAMBLE:

It is the policy of the North Bay Police Services Board with respect to equal opportunity and workplace harassment that the Chief of Police will:

- a. Establish procedures on equal opportunity that are consistent with the principles of the *Police Services Act* and the *Ontario Human Rights Code*, including recruitment, selection, career development and promotion;
- b. Establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
- c. Ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
- d. Establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and section 47 of the *Police Services Act*;
- e. Implement an employee performance appraisal system; and
- f. Ensure that all officers receive training on race relations, diversity and human rights.

Signed: Colin P. Vezina
Chairman

Susan Vester
Secretary

This policy is subject to the provision of an adequate annual operating budget to enable the Chief of Police to plan for the deployment of personnel and resources, and the absence of any other intervening factors that may frustrate the ability of the Police Service to implement this Policy.