

WSN Respectful Workplace – Harassment and Discrimination Prevention Policy Statement

Policy Statement

Workplace Safety North (WSN) is committed to creating and sustaining a vibrant, healthy, safe and caring work environment that is free of any form of workplace harassment or disrespectful behaviour and one in which all individuals are treated with respect, equality and dignity.

The Board of Directors and management of WSN recognize the potential for workplace harassment and discrimination and are committed to working with employees to provide a safe and respectful work environment.

WSN is committed to making every reasonable effort to identify all potential sources of such risk and eliminate them through WSN's harassment prevention program by allotting whatever time, attention, authority, and resources necessary to ensure a safe and healthy working environment for our employees and clients to whom we provide services.

Scope

The policy applies to all WSN employees and individuals who interact with WSN employees during work-related activity. Work-related activity includes, but is not limited to: WSN work sites, client sites, off-site facilities being used for business purposes, events, in transit, in virtual meetings, by email or telephone.

Responsibility & Authority

All employees of WSN, have a responsibility to create and foster a culture that does not tolerate workplace harassment and discrimination. All employees are encouraged, empowered, and have the support of the management team to:

- call out discriminatory and harassing behaviour and hold people accountable,
- address such behaviour with a clear verbal request to stop, and
- to remove themselves from any situation where they feel harassed or discriminated against.

It is the responsibility of the WSN Management team and anyone in a supervisory role to exercise their authority to prevent and to respond promptly to known or apparent incidents of workplace discrimination, harassment, and sexual harassment in all circumstances, whether or not a complaint has been formally filed. Authority shall be exercised to prevent and/or penalize discriminatory or harassing behaviour.

With everyone's cooperation, WSN will continue to be a safe and healthy workplace conducive to physical and mental well-being.



Paul Andre, CRSP
President & CEO

November 18, 2021