



Peterborough Police Service Board

Policy Equal Opportunity, Discrimination and Workplace Harassment Prevention 2026-AI-003

Contents

- 1.0 [Authority](#)
- 2.0 [Definitions](#)
- 3.0 [Board Policy](#)
- 4.0 [Direction to the Chief](#)
- 5.0 [Report to the Board](#)
- 6.0 [Implementation](#)

1.0 Authority

- 1.1 Subsection 37(1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, (“CSPA”) provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by section 10 of the CSPA.
- 1.2 Subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;
- 1.3 Sections 88, 201 (2) (c) and 202 (2) (c) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, as amended sets out obligations of Police Service Boards and Police Services relative to accommodation of needs of disabled members of Police Services in accordance with the *Ontario Human Rights Code*;
- 1.4 Under subsection 24(2) of the *Ontario Human Rights Code* employers are required to provide accommodation, unless to provide accommodation would cause undue hardship to the employer, considering the costs, outside sources of funding, if any, and health and safety requirements, if any;

- 1.5 The *Accessibility for Ontarians with Disabilities Act (AODA)* sets out obligations to ensure the development, implementation, and enforcement of accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures, and premises on or before January 1, 2025.

NOW THEREFORE THE PETERBOROUGH POLICE SERVICE BOARD APPROVES AND ADOPTS THE FOLLOWING:

2.0 Definitions

In this Policy:

- 2.1 **“Act”** or **“CSPA”** means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, as amended;
- 2.2 **“Code”** means *Ontario Human Rights Code*;
- 2.3 **“Board”** means the Peterborough Police Service Board;
- 2.4 **“Chief”** means the Chief of the Peterborough Police Service;
- 2.5 **“Member”** means a member of the Peterborough Police Service;
- 2.6 **“Service”** means the Peterborough Police Service;
- 2.7 **“Workplace”** means any and all locations where business or social activities of the Police Service are conducted, including external training facilities such as the Ontario Police College and other locations where members may be assigned during periods of secondment; and
- 2.8 **“Workplace Harassment”** means 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. Workplace harassment may be, but is not limited to, an action or behaviour related to prohibited grounds or discrimination under the *Ontario Human Rights Code*.

3.0 Board Policy

- 3.1 The objective of equal opportunity in the workplace, and discrimination and harassment prevention, is to ensure that the best qualified and motivated persons are selected for employment, promotion, preferred assignments and career enhancement through lateral transfer.

- 3.2 This objective is to be achieved by ensuring that no discriminatory barriers exist in the workplace, that no discriminatory or harassing practices or behaviours exist in the workplace, and that the human rights of employees and potential employees are upheld and respecting in both rule and in practice.
- 3.3 The Board is committed to providing a work environment which encourages mutual respect and preserves personal dignity. It affirms that all members have the right to work in an environment that is free from discrimination, including harassment.
- 3.4 The Board observes and upholds the *Ontario Human Rights Code* which states:
“Every person has the right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability (Section 5(1)). Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status or disability (Section 5(2)). Every person who is an employee has a right to freedom from harassment in the workplace because of sex by his or her employer or agent of the employer or by another employee (Section 7(2)). Every person has a right to be free from a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcomed (Section 7(3)(a));”
and will ensure reasonable measures are instituted and maintained so no member is subject to discrimination, including harassment.
- 3.5 The Board states that all members, and any individuals representing the Police Service either on a paid or voluntary basis, are responsible for respecting the dignity and rights of their colleagues and co-workers, and for upholding the provisions guaranteeing those rights pursuant to the Code.
- 3.6 The Board states it will not tolerate or condone conduct which can be construed as unlawful discrimination, including harassment pursuant to the Code, and directs that an internal complaint procedure be established, as provided for by the Code, to ensure appropriate and expeditious resolution of a complaint where possible. Such Police Service general order shall supplement and form part of the Board’s Policy respecting Human Rights.

4.0 Direction to the Chief

4.1 Procedures

4.1.1 The Chief shall develop procedures and processes relating to equal opportunity; discrimination and workplace harassment prevention that:

- i. ensure that successful applicants for employment with the Service be chosen from a diverse applicant pool, reflective of the community served, and that all applicants have equal opportunity for employment with this police service;
- ii. provide all members with the opportunity to improve their skills, knowledge and abilities through career development and training initiatives such as continuing education, performance appraisals, promotional process and transfers;
- iii. encourage personal and professional growth of its members through the timely and constructive performance evaluation and the provision of directed continuous learning opportunities;
- iv. provide the fullest possible services in a prompt, fair and equitable manner to all segments of the public, without discrimination on the basis of race, ancestry, place of origin, colour or ethnic origin;
- v. extend fair and equal treatment under the law to every community and individual within its jurisdiction, without discrimination on the basis of race, ancestry, place of origin, colour or ethnic origin;
- vi. actively engage in the prevention of workplace discrimination and harassment through the development, delivery and maintenance of educational programs for all members of the police service;
- vii. recognize the emotional impact of such discrimination and harassment on individuals and react appropriately in investigating such complaints, including providing assistance through the Employee Assistance Program (EAP) and Employee and Family Assistance Program (EFAP) which offer confidential victim support and counselling to both members experiencing workplace discrimination and to members who may be the subject of a complaint;
- viii. undertake to educate its members on unlawful discrimination and harassment; and
- ix. maintain a discrimination-free workplace for all of its members to ensure that the police service is bias-free, and that it reflects the diversity of the community.

4.1.2 Specific Objectives

It is the policy of the Board that the Chief shall ensure that:

- i. all members clearly understand that conduct, which can be construed as unlawful discrimination, including harassment pursuant to the Code is not tolerated and is considered grounds for disciplinary measures consistent with the *Community Safety and Policing Act*;
- ii. policies, police procedures and practices, in every area of operation and administration, such as recruitment, selection, hiring, career development and promotion, are free of discriminatory elements;
- iii. personnel at all levels, both uniformed and civilian:
 - (a) understand discrimination in all its forms (overt, covert, systemic) and have the skills to ensure that it is not manifest in their behaviour or any systems they manage;
 - (b) understand, are sensitive, and can work positively with colleagues and co-workers within the police service;
- iv. mechanisms for addressing discrimination and harassment complaints within the workplace are established, are known, and are accessible to police service personnel; and
- v. all police service personnel are informed about this policy and its implementation.

4.2 Training

- 4.2.1 The Chief shall ensure that Members involved with employment practices of the Police Service have the requisite knowledge, skills, and abilities to perform this function.
- 4.2.2 The Chief shall ensure that all Members receive training on diversity and human rights, including, for all Officers and Special Constables, Mandatory Thematic Training prescribed by the Ministry related to human rights and systemic racism, diversity, and rights of First Nations, Inuit and Metis peoples.
- 4.2.3 The Chief shall ensure that as part of the training on diversity and human rights, the Police Service's policies and procedures in relation to reporting and addressing workplace discrimination and harassment are reviewed by all Members.

5.0 Report to the Board

5.1 Reporting Requirements – Exception Based Reporting

The Chief shall make a written report to the Board immediately following any employment practices in which:

- a. the procedures with respect to equal opportunity; discrimination and workplace harassment prevention were not followed; and
- b. in any other circumstance where, in the opinion of the Chief, there is a significant issue or potential liability to the Board or the Service.

6.0 Implementation

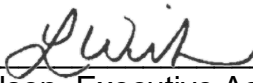
- 6.1 That the Board approves and adopts this Policy #2026-AI-003 Equal Opportunity, Discrimination and Workplace Harassment Prevention which shall come into force on July 22, 2026.
- 6.2 That Policy #AI-003 Equal Opportunity, Discrimination and Workplace Harassment, enacted on October 20, 2014, is hereby repealed effective July 22, 2026.



Mary ten Doeschate, Chair
Peterborough Police Service Board

July 22, 2026

Date



Lisa Wilson, Executive Assistant
Peterborough Police Service Board

July 22, 2026

Date