

## Harassment Policy Sample 2

*Company Name / Organization*, in co-operation with our employees and unions is committed to a health, harassment-free work environment for all employees. (Insert your company name), has developed a company wide policy intended to prevent harassment of its employees and to deal quickly and effectively with any incident that might occur.

Harassment is an unwelcome physical, visual or verbal conduct. It is against the law. Harassment may include but not be limited to verbal or practical jokes, insults, threats, personal comments. It may take the form of posters, pictures or graffiti. It may involve touching, striking, pinching or any unwelcome physical contact. Any behaviour that insults or intimidates is harassment; if a reasonable person should have known that the behaviour was unwelcome.

The Human Rights Code protects everyone within provincial jurisdiction from harassment and other forms of discrimination on the basis of race, religion, sex (including pregnancy and sexual orientation), marital status, physical disability, political opinion, colour of ethnic, national or social origin and age.

*Company Name / Organization*, will not tolerate harassment on the basis of any of these protected grounds.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_