



Brantford Police Services Board

Policy #00-55 – Adequacy Standard Equal Opportunity, Discrimination and Workplace Harassment Prevention

Description

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.

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 respected both in rule and in practice.

Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

To this end, it is the policy of the Brantford Police Services Board with respect to equal opportunity; discrimination and workplace harassment prevention 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) Prepare and adopt a diversity plan for the service in accordance with Section 37 of the Community Safety and Policing Act.
- c) prepare procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the Ontario Health and Safety Act;
- d) establish procedures on responding to and preventing discrimination in the workplace, including stereotyping;
- e) ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;

- f) establish procedures on employment accommodation in accordance with the Ontario Human Rights Code and section 88 of the Community Safety and Policing Act;
- g) implement an employee performance appraisal system that includes key commitments related to diversity and human rights; and
- h) ensure that all officers receive training on race relations, diversity and human rights.

Legislative Reference

Adequacy Standard AI-003

Community Safety and Policing Act, 2019, Sections 28, 37 and 88

Ontario Human Rights Code

Passed / Reviewed and/or Updated

Passed: December 14, 2000

Reviewed/Updated: October 21, 2010 / October 18, 2012 / September 2024 / June 26, 2025