



**THE CORPORATION OF THE UNITED TOWNSHIPS OF  
HEAD, CLARA & MARIA**

**BY-LAW NUMBER 2021-06  
Harassment, Bullying and Workplace Violence Policy**

**BEING** a by-law to adopt a Workplace Anti-Violence, Harassment and Sexual Harassment Policy for the Corporation of the United Townships of Head, Clara and Maria.

**WHEREAS** under Section 8.1 of the Municipal Act, 2001, S.O., 2001, c.25, as amended, the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate and to enhance the municipality's ability to respond to municipal issues;

**AND WHEREAS** the Occupational Health and Safety Amendment Act, 1990, S.O. 2009 C.23 Part III.0.1 requires employers to prepare a policy with respect to workplace violence and harassment;

**NOW THEREFORE BE IT RESOLVED THAT** the Council of the United Township of Head, Clara and Maria does hereby adopt #HR-01 Harassment, Bullying and Workplace Violence Policy as presented at the Council meeting on January 28<sup>th</sup>, 2021;

**AND FURTHER MORE THAT** all previous versions of the Harassment, Bullying and Workplace Violence Policy be repealed, effective January 28<sup>th</sup>, 2021.

**READ** a first and second time this 18<sup>th</sup> day of March 2021.

**READ** a third time and passed this day 18<sup>th</sup> of March 2021.

*D. Grills*

MAYOR

*Charlotte Toope*

CLERK