

## CITY OF VAUGHAN

### **EXTRACT FROM COUNCIL MEETING MINUTES OF APRIL 11, 2018**

Item 19, Report No. 14, of the Committee of the Whole, which was adopted, as amended, by the Council of the City of Vaughan on April 11, 2018, as follows:

***By approving that the following in accordance with communication C21, amended Members Resolution submitted by Regional Councillor Rosati:***

- 1) ***That the City Manager direct the staff policy committee to prioritize its review of the existing Respectful Workplace Policy and reporting procedures; and***
- 2) ***That staff provide a renewed emphasis on training to all employees and members of Council on issues relating to maintaining a respectful workplace in accordance with the Occupational Health and Safety Act; and***

***By receiving the Members Resolution submitted by Regional Councillor Rosati, dated April 4, 2018.***

## 19

### **RESPECTFUL WORKPLACE POLICY**

The Committee of the Whole recommends that consideration of this matter be deferred to the Council meeting of April 11, 2018:

#### **Member's Resolution**

Submitted by Regional Councillor Gino Rosati

***Whereas***, the City of Vaughan has in place a "Respectful Workplace Policy" to provide for and maintain a respectful workplace for everyone at our workplace; and

***Whereas***, the City of Vaughan has a harassment complaints mechanism in place to ensure that everyone in its workplace are treated with respect by their colleagues; and

***Whereas***, through the me too. movement, there has been widespread discussion about encouraging millions to speak out about sexual violence and harassment; and

***Whereas***, the City of Vaughan believes that it is prudent to take proactive steps to provide for a safe and respectful workplace for everyone in the corporation, and ensure that this policy is fair and applied consistently is an important aspect of its responsibilities.

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***It is therefore recommended:***

- 1. That the City Manager direct the staff policy committee to prioritize its review of the existing Respectful Workplace Policy and reporting procedures.***
- 2. That staff provide a renewed emphasis on training to all employees and members of council on issues relating to maintaining a respectful workplace.***