

CITY OF VAUGHAN

**EXTRACT FROM COUNCIL MEETING MINUTES OF DECEMBER 9, 2014**

Item 45, Report No. 41, of the Committee of the Whole, which was adopted without amendment by the Council of the City of Vaughan on December 9, 2014.

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**SHOW RESPECT VAUGHAN**

The Committee of the Whole recommends approval of the recommendation contained in the following resolution submitted by Councillor Shefman, dated December 2, 2014:

**Member's Resolution**

Submitted by Councillor Alan Shefman.

**Whereas**, there has been significant and ongoing attention to the issues relating to sexual harassment and sexual abuse in the workplace since the allegations relating to Jian Ghomeshi and the CBC came to light; and

**Whereas**, while we firmly believe that the City of Vaughan has in place a robust program including "Respectful Workplace Policy, Workplace Violence, Codes of Conduct and anonymous reporting system" to provide for and maintain a respectful workplace toward women and all persons in our workplace; and

**Whereas**, the City of Vaughan has a harassment complaints mechanism as well as other systems in place to ensure that women and all other persons in its workplace are treated with respect by their colleagues; and

**Whereas**, the City of Vaughan believes that taking proactive steps to provide for a safe and respectful workplace for women and all other persons in the corporation is an important aspect of its responsibilities,

***It is therefore recommended:***

That staff review its existing program with a view to identify any enhancements and consolidate all of its policies into a new "**Show Respect Vaughan**" program and report back to Council. Further the review will include:

1. Review all current policies relating to maintaining a respectful work environment and update such policies where appropriate,
2. Provide renewed emphasis on training all employees and members of council on issues relating to maintaining a respectful workplace including familiarizing them with the key policies and the standards of behaviour expected from all employees and members of council,
3. Review its procedures including its responsiveness when an issue arises to ensure that the systems that are currently in place appropriately address the issue,

A respectful workplace is one in which all persons:

- Behave in ways that show respect toward everyone
- Value each other's work and roles
- Develop relationships built on trust
- Promote a climate that is fair, supportive, and responsive
- Create a welcoming environment through our words, actions, and physical surroundings
- Encourage open and honest communication
- Celebrate our differences