**Top Things to Take Away**

**Harassment Policy**

1. Harassment falls under both the Ontario Human Rights Code and the Occupational Health and Safety Act. It's the Law that we protect our employees.
2. Workplace harassment means engaging in a course of vexatious comment or conduct against a worker that ought reasonably to be known to be unwelcome. This includes comments or actions in the workplace which negatively affect working relationships or productivity or create a poisoned work environment.
3. This applies to all places an employee carries out duties or conducts business on behalf of MBC including social functions sanctioned by MBC.
4. Failure of a manager/supervisor to respond to allegations of misconduct puts **YOU AND THE COMPANY** in violation of this policy and the law.
5. There can be NO reprisal (negative action or omission) against a worker who reports a problem.