



Harassment is defined as engaging in a course of vexatious comment or conduct against an employee or other worker in the workplace that is known or ought reasonably to be known to be unwelcome and includes personal harassment and harassment based on the prohibited grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy and gender identity), sexual orientation, age, record of offences, marital status, family status or disability.

Discrimination is defined as any practice or behaviour, whether intentional or not, which has a negative impact on an individual or group based on one or more of the prohibited grounds under the *Code*, except where the conduct is permitted under the *Code*.

Discrimination may arise due to unequal treatment or from the same treatment which has an unequal effect on an individual or group protected from discrimination under the *Code*.

The prohibited grounds of workplace discrimination include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy and gender identity), sexual orientation, age, record of offences, marital status, family status and disability. The policy prohibits discrimination on the basis of these grounds, and any combination of these grounds.

The purpose of this policy is to:

- establish a framework for the prevention of workplace discrimination and harassment and effective response to issues of workplace discrimination and harassment
- provide direction to ministries and Commission public bodies on compliance with statutory requirements for human rights and health and safety regarding workplace discrimination and harassment

The Ontario Public Service (OPS) is committed to fostering and sustaining an inclusive, diverse, equitable and accessible workplace that is respectful and free from discrimination and harassment. The [WDHP policy](#) is one step toward ensuring that our workplace is harmonious, safe and productive.

Client activities

If a manager receives a WDHP complaint; they should contact Centre for Employee Health, Safety and Wellness (CEHSW) directly using the

What to expect from your HRA

HRA refers the manager to the Centre for Employee Health, Safety and Wellness (CEHSW) WDHP Advisor; may be required to

names on the map on the CEHS&W site	provide HR information to assist with the complaint
Client becomes aware of inappropriate behavior that may have human rights implications	HRA provides general information about the WDHP policy and/or Ontario Human Rights Code
Client receives a complaint about personal harassment	HRA refers the manager to the Centre for Employee Health, Safety and Wellness (CEHSW) WDHP Advisor; may be required to provide HR information to assist with the complaint
Employee indicates they've been harassed and seeks confidentiality	HRA provides WDHP EAP phone number to Employee where they can obtain confidential information related to their concerns
Client requests training	HRA refers clients to the Centre for Leadership and Learning
Manager requires workplace restoration services	HRA works with CEHSW WDHP Advisor to provide advice and potentially access services through the enterprise VOR

*for information on protected grounds see the [Ontario Human Rights Code](#)

Note: The above-noted tip sheet/guidelines/Service pages have been prepared as a general summary of policy and/or best practices, and are not intended to replace actual OPS Policies/Directives, Collective Agreements, or Legislation. Where a dispute may arise between these documents and any of the foregoing, the appropriate Policy/Directive, Collective Agreement or Legislation will prevail.



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