



Corporation of the Township of Black River - Matheson
 429 Park Lane
 P.O. Box 601
 Matheson, Ontario
 P0K 1N0

(6f.)

RESOLUTION

DATE: January 7, 2019

NO: 2019 - _____

MOVED BY:

Councillor Dubien	Councillor Gibson	Councillor Cumming
Councillor De Marchi	Councillor Charlebois	Councillor Riach

SECONDED BY:

Councillor Dubien	Councillor Gibson	Councillor Cumming
Councillor De Marchi	Councillor Charlebois	Councillor Riach

THAT Council approves to renew its commitment to the Health & Safety Policy Statement, Harassment Policy Statement, Workplace Violence Policy Statement and Accessibility Policy Statement of Commitment.

CARRIED DEFEATED

MAYOR'S SIGNATURE

Recorded Vote-TO BE COMPLETED BY CLERK ONLY

	YEAS	NAYS
Councillor Dubien		
Councillor Gibson		
Councillor Cumming		
Councillor De Marchi		
Councillor Charlebois		
Councillor Riach		
Mayor Laderoute		

X

 Cassandra Child
 Clerk



CORPORATION OF THE
TOWNSHIP OF BLACK RIVER - MATHESON
429 PARK LANE, P.O. BOX 601, MATHESON, ON P0K 1N0
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EMAIL: township@blackriver-matheson.com WEBSITE: www.blackriver-matheson.com

HEALTH AND SAFETY POLICY STATEMENT

Council and management of the Corporation of the Township of Black River-Matheson are vitally interested in the health and safety of its employees. Protection of employees from injury or occupational diseases is a major continuing objective. The Corporation will make every effort to provide a safe, healthy work environment. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury.

The Council of the municipality, as employer, is ultimately responsible for worker health and safety. Supervisors will be held accountable for the health and safety of workers under their supervision. Supervisors are responsible for ensuring that machinery and equipment are safe and that workers are in compliance with established safe work practices and procedures. Workers must receive adequate training in their specific work tasks to protect their health and safety.

Every worker must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the Corporation.

It is in the best interests of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from the Council to the workers.

Mayor

Date

Clerk

Date



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WORKPLACE HARASSMENT POLICY

Council and Management of the Corporation of the Township of Black River-Matheson are committed to providing a work environment in which all individuals are treated with respect and dignity.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors and workers are expected to uphold this policy and will be held accountable by the employer.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome.

Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.

Workers are encouraged to report any incidents of workplace harassment.

Management will investigate and deal with all concerns, complaints or incidents of workplace harassment in a fair and timely manner while respecting workers privacy as much as possible.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal of Ontario on a matter related to Ontario's Human Rights Code within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues that may be available.

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WORKPLACE VIOLENCE POLICY

Council and Management of the Corporation of the Township of Black River-Matheson are committed to the prevention of workplace violence. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

Violent behavior in the workplace is unacceptable from anyone. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

The Corporation of the Township of Black River-Matheson as the employer will ensure this policy and supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Council and Management will adhere to this policy and the supporting program. Council and Management are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats.

Council and Management pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Mayor

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Statement of Commitment

The Township of Black River-Matheson is committed to building an inclusive society and providing an accessible environment in which all individuals have access to the Township's services and programs in a way that respects the dignity and independence of people with disabilities.

The Township supports the goals of the Accessibility for Ontarians with Disabilities Act (AODA) and will establish policies, practices and procedures which are consistent with the accessibility standards established under the AODA, including accessible customer service, information and communication, employment, the built environment and transportation.

The Township of Black River-Matheson will continue to prevent barriers by designing inclusively and supporting positive attitudes that address discriminatory attitudes which devalue and limit the potential of persons with disabilities.

In working towards its goals under this Statement, the Township of Black River-Matheson is committed to meeting the requirements of existing legislation and to its own policies and goals related to the identification, removal and prevention of barriers to people with disabilities and becoming a barrier free Township.

Mayor

Date

Clerk

Date