

VILLAGE OF GREENWOOD

Equity, Inclusion, Belonging and Harassment Policy

Section 2.20 Equity, Inclusion, Belonging and Harassment Policy

- 2.20.1** The Village is committed to providing a work and client environment that is free from all forms of hate speech, racism, discrimination and conduct that can be considered harassing, coercive, or disruptive, including racism and sexual harassment. Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, or any other legally protected characteristic will not be tolerated.
- 2.20.2** The Village will ensure that all Staff and Commissioners receive appropriate training to comply with the Nova Scotia Dismantling Racism and Hate Act. 2022, in order to safeguard the letter and spirit of this policy.
- 2.20.3** Harassment can be defined as any improper conduct by an individual, that offends another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).
- 2.20.4** “hate” means provocation, hostility, or intolerance by means of threats, harassment, abuse, incitement, or intimidation motivated by the actual or perceived race, religion, national origin, ethnicity, gender, gender identity, gender expression, disability, or sexual orientation of any person.
- 2.20.5** “racism” means the discrimination or antagonism by, or the prejudice of, an individual, community or institution against a person or people based on the person’s or people’s membership or perceived membership in a racial or ethnic group, and having the power to carry out that discrimination antagonism or prejudice through institutional policies and practices that shape cultural beliefs and values of a society.
- 2.20.6** Any Commissioner or employee who experience or witness and form of discrimination, racism, or other forms of harassment in the workplace, must report it immediately to Clerk-Treasurer or the Chair of the Commission. If it is believed that it would be inappropriate to contact that person, you should immediately contact any other member of the Commission or The Chief Administrative Officer of the Municipality of the County of Kings. Any concerns raised and reported should be made without fear of reprisal or retaliation.



- 2.20.7** All infractions of this policy should be quickly and discreetly investigated by an arms-length authority. To the extent possible, the complainant's confidentiality will be maintained and that of any witnesses and the alleged respondent will be protected against unnecessary disclosure. When the investigation is completed, appropriate individuals will be informed of the outcome of the investigation.
- 2.20.8** Anyone found by investigation to have engaged in any form of racism or harassment will be subject to disciplinary action, up to and including termination of employment. Any form of racism, discrimination or other harassment that is found to be in contravention of the Criminal Code of Canada will be reported to the appropriate policing authority.

