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London Transit Commission Human Rights and Diversity Policy

Policy

The Ontario Human Rights Code and Canadian Charter of Rights prohibits discriminatory practices for all people on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender ("sex"), sexual orientation, age, record of offences, marital status, family status, receipts of public assistance, or disability ("handicap").

The London Transit Commission, as an employer, supports and adheres to the principle that every person is free and equal in dignity and rights, and therefore, should be free from harassment and/or discrimination in their work environment, whether with the Commission as an employee, with fellow employees or with the public that is served.

London Transit further supports the City of London Race Relations and Diversity Policies and will not knowingly participate in, or tolerate any proven harassment or discrimination against any of its employees, representatives or customers served.

London Transit is committed in joining in the effort to promote the dignity and worth of every person in the City of London. London Transit further believes that each person has a right to live, work receive services and participate fully in an environment free of discrimination and harassment on the basis of racial or cultural differences or any of the prohibited grounds contained in the Ontario Human Rights Code and joins the entire community in working towards the elimination of racism in the City of London.

The term Race includes: race, ancestry, colour and ethnic origin. In some circumstances citizenship, place or origin, creed (religion) and may also include language, accent and dress which may be linked to race or place of origin.

Definitions

Harassment is defined as a "course of vexatious conduct or comment that is known or ought reasonably to be known to be unwelcome. Harassment as defined herein is consistent with the definition contained in the Ontario Human Rights Code. This definition of harassment, together with unwelcomed behaviour as defined in the Mutual Respect Policy, fulfills the definition of harassment under the Occupational Health and Safety Act

Harassment introduces a disruptive element into the work environment and can upset the well being and job performance of individuals and, if not dealt with, may lead to workplace violence.

Workplace is defined to include all facilities and worksites, including vehicles and any other location where the business of LTC is conducted by employees. Harassment which occurs outside the workplace or hours of work but related to the work environment may also be considered as workplace harassment.

Approved by the Commission
May 26, 2010


Larry E. Ducharme
General Manager