



**CIUT**  
**89.5 FM**  
www.ciut.fm

## **WORKPLACE HARASSMENT POLICY**

The University of Toronto Community Radio Incorporated, operating as CIUT 89.5 FM, is committed to providing an environment in which all people, whether they are staff, volunteers, or visitors, are treated with respect and dignity. Workplace harassment, violence and sexual harassment will not be tolerated against any person connected to the workplace including other staff or volunteers, supervisors or management, guests, vendors, or other members of the public. Disciplinary measures will be taken against any person who subjects any individual to workplace harassment, violence or sexual harassment.

Workplace harassment and violence means any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.

Workplace sexual harassment means:

Any conduct, comment, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any employee or that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

Reasonable action taken by the employer or supervisor relating to the management and direction of workers or the workplace is not workplace harassment.

Workers who experience or witness workplace harassment, or violence, including sexual harassment, are strongly encouraged to report any incidents to the station manager or any member of the Board of Directors.


Management or the Board will investigate and address all complaints or incidents of workplace harassment or violence promptly, thoroughly and impartially in accordance with the standards set out by Canadian law. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect workers, to investigate the complaint or incident, to take corrective action or as otherwise required by law.

Managers, supervisors, and workers are expected to adhere to this policy, and will be held responsible by the corporation for not following it. Workers and volunteers are not to be penalized or disciplined for reporting an incident or for participating in an investigation involving workplace harassment or violence. Retaliation against an individual for reporting a complaint in good faith or participating in an investigation of a claim of harassment or violence is a serious violation of this policy.

Dated September 22, 2020:

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Ken Stowar, Station Manager



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Michael McDougall, Board Chair