

Workplace Harassment Policy

The management of **Marrex Construction and Excavating LTD** is 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, workers and any visitors 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 the workplace -- a comment or conduct that is known to be unwelcome or harmful to race, ancestry, place of origin, colour, ethnic origin, citizenship, sex, marital status, family status or disability.

Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code, but it does not have

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 to Marrex Construction's management with confidence and with faith that there will be no consequence and that the matter will be dealt with.

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

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal 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.

Signed: _____ President / CEO Date: _____

The workplace violence policy should be consulted whenever there are concerns about violence in the workplace.